



*July 2024*

Reviewed by: Shareen Hone

Date of Next Review: July 2025

## **Equality Information & Objectives Policy**



Caritas | Excellence | Together

Common Good | Common Home | Dignity | Solidarity | Subsidiarity | Participation

*"God is love, and he who lives in love lives in God, and God lives in him" (1 Jn 4:16)*

*Our mission is to provide an excellent Catholic education for all our students which enables them to respond to the call of Christ throughout their lives. Caritas – the love which is God – is the gold thread running through everything we do. We welcome and accept all our students and staff as unique individuals created in the image of God. We treat one another with kindness and respect. We are a community of Caritas where everyone feels safe, supported and inspired to make a difference in our local, national and global communities. We strive for the highest quality of learning and teaching that inspires us all to discover and develop our God-given gifts and talents, to excel in the present and aim high in the future.*

*Our three Newman values are;  
Caritas – I have been created for a specific purpose  
Excellence – I always aim for my personal best  
Together – I am a link in a chain*

*Our commitment to the care of our most disadvantaged students is core to our Catholic mission of what Pope Francis calls the preferential option of the poor.*

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## **1.1 Roles and Responsibilities**

**SLT Lead:** Shareen Hone

**Assistant Equalities Lead:** Vanessa Bizzarri

### **Equalities Team**

**Anti-racism:** Shareen Hone and Annabel House

**Anti-sexism:** Shaun Meaney, Charlotte Bowden, Ian George and Thomas Hackett

**LGBT+:** Vanessa Bizzarri, Charlotte Bailey and Lorna Marsh

### **Principal and governors**

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students and parents
- Ensure that the published equality information is updated at least every year

The equality link governor will:

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The SLT Equalities Lead (S Hone) will:

- Support the Principal in promoting knowledge and understanding of the equality objectives amongst staff and students
- Meet with the equality link governor every term to raise and discuss any issues
- Oversee the Equalities staff team and monitor the progress and impact of their work

## 1.2 Rationale and legislation

We are a community of Caritas where everyone should feel safe, supported and inspired to make a difference in our local, national and global communities.' (*Cardinal Newman Catholic School Mission Statement*)

Our school culture is based on our core values of Caritas, Excellence and Together and Catholic Social teachings. We are a community of equals and this mantra is kept alive in our daily activities. Students must feel safe and respected if they are to learn effectively.

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

## 2. Our approach

### 2.1 Introduction

We have developed a staff Equalities team to work on the different strands within our school. Our approach to Equalities is to frame all of our work with the principles of Catholic social teaching.

### 2.2 Teaching and learning

- As part of our Quality of Education monitoring, Subject Leaders are required to reflect throughout the year on how their curriculum represents and caters for the groups with the protected characteristics.
- There has been ample work on diversifying and decolonising the curriculum, particularly in History and English. These departments are part of city-wide working groups working within the Brighton and Hove Anti-racism strategy. Other departments are now becoming involved, including Geography and Art.

- PSHE provision in form times provides students with awareness of racism, homophobia and sexism.
- The PSHE provision is further supported by sessions delivered in English lessons on racism, LGBT+ history and sexism.

### **2.3 Staff training**

- Training on anti-racism, LGBT+ and anti-sexism is mandatory for all staff and is incorporated into the CPD programme.
- Staff are trained in how to record PBIs (prejudice-based incidents) and how to respond to them as part of our school Anti-Bullying policy.

### **2.3b Pastoral Support/support for students**

- We have a clear process for the reporting of PBI (Prejudice-based incidents) via Class Charts which is either for 'Information Only' or for 'Follow Up'. This is monitored by the Equalities team and the Pastoral team to look for any patterns of behaviour.
- Anyone who is the target of prejudice-based incidents is supported by the Pastoral and Equalities team.
- We have peer mentoring available from older students to support those who have experienced a PBI - this referral can be made by the Pastoral team to the Equalities team.
- We also run a peer mentoring programme for students of colour - referrals can be made by form tutors.
- The Equalities team runs a 'Safe Space' every Tuesday at lunchtime for students to meet and discuss their experiences.
- We have a student team of Equalities ambassadors both in the school and the college. They support with staff CPD, assemblies and working with younger students.
- We run microaggressions training sessions with Year 8 students.
- We deliver a number of assemblies across the year to highlight Equalities issues; this includes Black History Month and Refugee Week.

### **2.4 Policies**

- Our current policies have been reviewed to ensure that they do not discriminate against those with protected characteristics. This includes behaviour and uniform policies. We subscribe to the Halo code which allows black students to wear hair styles and hair accessories that protect and celebrate black hair. See link in sources of advice and guidance. Any new policies are analysed to check they adhere to this.

### **2.4b Exclusions**

- We monitor exclusions of groups with protected characteristics

## 2.5 Religious observance

The school aims to support students from all religious backgrounds by enabling them to observe their holidays and celebrations e.g Coptic Christian new year and giving them space to observe religious practices e.g prayer space for Muslim students.

## 3. Dealing with Prejudice-based incidents

We encourage staff to use the Empowerment approach when addressing prejudice-based incidents; our approach is not punitive but seeks to ask questions and to ask students to reflect on their language and behaviour.

This process has been developed as part of our Anti-bullying policy which can be found here: [Anti-Bullying Policy New for 2024 .docx](#)

## Sources of advice and guidance

Halo hair code: <https://www.instagram.com/thehalocode/?hl=en>

Brighton and Hove Anti-racism strategy:

<https://www.brighton-hove.gov.uk/council-and-democracy/equality/anti-racism-strategy-2023-2028>

EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk) challenging homophobia

Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk) celebrating and supporting the LGBT+ community in schools.

## 10. Links with other policies

This document links to the following policies:

- Anti-bullying Policy: [Anti-Bullying Policy New for 2024.docx](#)
- Accessibility plan
- Risk assessment