St Catherine's School & College

Specialists in Speech, Language and Communication Needs

EQUALITY AND INCLUSION STATEMENT

SEPTEMBER 2026

St Catherine's School Equality and Inclusion Statement

At St Catherine's School, we are dedicated to fostering an inclusive environment that prioritises the wellbeing, growth, and achievement of every student. We believe that all members of our community are of equal worth, and we are committed to ensuring equality of opportunity for pupils, staff, parents, and carers, regardless of race, gender, disability, belief, sexual orientation, age, or socio-economic background.

We strive to cultivate a culture of equity, inclusion, and diversity, where every individual feels valued, respected, and able to participate fully in school life. We recognise diversity as one of our greatest strengths, and we actively embrace and celebrate it within our learning community.

Our Commitment to Equality

St Catherine's School complies with the Equality Act 2010 and is committed to:

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancing equality of opportunity between those who share a protected characteristic and those who do not.
- Fostering positive relationships across diverse groups within our community.
- Consulting and engaging with those affected by inequality—including pupils, staff, parents, carers, and the wider community—when developing policies and practices

We fully recognise the principles of the Equality Act 2010 and are committed to ensuring that individuals with protected characteristics are not subject to discrimination and are afforded genuine equality of opportunity.

Under the Act, the following are identified as protected characteristics:

- Age (for employees, not for service provision)
- Disability
- Race, including colour, nationality, and ethnic or national origin
- Gender
- Gender reassignment
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnership (for employees)

In order to meet our general duties under the Act, we are also required to fulfil specific duties that demonstrate compliance. These include:

- Publishing equality information to evidence compliance across our functions.
- Ensuring no information is published that could identify an individual child or adult.
- Preparing and publishing clear equality objectives.

To ensure the effective implementation of our equality objectives, we will collect and analyse data relating to the protected characteristics outlined above. This analysis will enable us to identify priority areas and shape objectives that address the most significant issues within our school context.

The data will be reviewed across our core areas of provision, including:

- Admissions
- Attendance
- Attainment
- Suspensions
- Prejudice-related incidents

Our equality objectives will set out how we will embed fairness and equality across these key functions. Where evidence shows that additional areas have a substantial impact on specific groups, we will extend our objectives accordingly to address those needs.

We also recognise and embrace our duty under the Education and Inspections Act 2006 to promote community cohesion. Furthermore, we acknowledge that these responsibilities reflect wider international human rights principles, as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, and the Human Rights Act 1998.

St Catherine's School is firmly committed to the principle of equality for all pupils, regardless of race, religion, gender, language, disability, or family background. We actively support initiatives that promote equality and believe it lies at the heart of effective educational practice.

We recognise that all pupils are of equal value and are entitled to full access to every aspect of school life. Every student has the right to learn in an environment that enables them to achieve their highest potential. The vision and values upheld by the school reinforce equality for all staff and pupils at all times. All personnel share responsibility for implementing this policy and for helping to eliminate discrimination.

Equality in Teaching and Learning

We are committed to providing all students with opportunities to succeed and to achieve their highest levels of personal development. We achieve this by:

- Ensuring equality of access for all students and preparing them for life in a diverse society.
- Using teaching materials that reflect the diversity of our school population and local community, free from stereotypes or prejudice.
- Promoting attitudes and values that actively challenge discriminatory behaviour or prejudice.
- Providing opportunities for pupils to value their own culture while celebrating the diversity of other cultures.

- Encouraging active involvement of parents and carers in supporting their child's education and development.
- Employing inclusive teaching approaches that are appropriate for the full spectrum of our pupils' needs and experiences.

Equality in Admissions

- St Catherine's School operates a fair, transparent, and non-discriminatory admissions process. All arrangements are designed to ensure equal access, regardless of any protected characteristic or socio-economic background.

Equity for Staff

- Appointments and promotions at St Catherine's are based solely on merit and ability, in full compliance with the law. We are committed to ensuring that our workforce reflects the diversity of our community. As part of our equality objectives, staff, leaders, and governors are provided with regular, up-to-date training to maintain competence and understanding in equality and inclusion practices.

Equality Statement

- At St Catherine's, we are committed to promoting equality of opportunity for all pupils, staff, parents, and carers, irrespective of race, gender, disability, belief, sexual orientation, age, or socio-economic background. We strive to cultivate a culture of inclusion and diversity, in which everyone connected to the school feels proud of their identity and empowered to participate fully in school life.
- We actively challenge discrimination through the positive promotion of equality, by confronting bullying and stereotypes, and by fostering an environment that champions respect for all. We believe that diversity is a strength, and we are committed to ensuring it is respected and celebrated by all who learn, teach, and visit St Catherine's School.

Linked policies:

- Pupil premium policy and strategy
- Looked After Children Policy
- Equality, Diversity and Inclusion policy
- Admissions policy

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.