



# Holy Name Catholic Primary School

## Equality Policy

Publication date	26 February 2026
Approved by	Governing Body
Review cycle	Annual
Linked documents	Accessibility Plan; Behaviour; Anti-Bullying; Safeguarding; SEND; Cor

### 1. Statement of Intent

Rooted in our Catholic mission, we are committed to creating an environment where every pupil and adult is respected, valued and able to flourish. We actively promote dignity, fairness and respect.

### 2. Legal Framework

This policy is underpinned by the Equality Act 2010 and the Public Sector Equality Duty (eliminate discrimination; advance equality of opportunity; foster good relations).

### 3. Roles and Responsibilities

The Governing Body monitors compliance and approves objectives. The Headteacher ensures implementation and impact. All staff model inclusive practice and challenge prejudice. Pupils and parents contribute to a respectful community.

### 4. Definitions

This policy covers the protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### 5. Curriculum and Provision

Leaders ensure the curriculum is ambitious and inclusive. Teachers adapt teaching to remove barriers and provide reasonable adjustments for pupils with SEND.

### 6. Admissions, Attendance and Behaviour

Procedures are fair, transparent and free from discrimination. We analyse data to identify and address any disproportionate patterns.

### 7. Tackling Prejudice and Bullying

Prejudice-based incidents (including racist, homophobic, biphobic, transphobic, sexist or disability-related incidents) are recorded, addressed, analysed and reported to governors.



## **8. Pupil Voice and Personal Development**

We promote pupils' character, social and moral development through curriculum, collective worship, pupil leadership and enrichment.

## **9. Staff and Workforce**

Recruitment, development and wellbeing practices support equality, in line with safer recruitment and equal opportunities principles.

## **10. Data, Monitoring & Publication**

We collect and analyse relevant information (e.g. attainment, exclusions, participation). We publish Equality Information annually and Equality Objectives at least every four years.

## **11. Training**

Staff receive training proportionate to their roles. Induction includes policy expectations.

## **12. Complaints**

Concerns are managed via the school's Complaints Procedure. Staff grievances follow HR policies.

## **13. Review**

This policy is reviewed annually by the Governing Body.

Approved by the Governing Body on: \_\_\_\_\_

Signed (Chair of Governors): \_\_\_\_\_

Signed (Headteacher): \_\_\_\_\_