



# St Bede's

Catholic School  
& Sixth Form College

## Equalities Objectives 2025/2026

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**ST. BEDE'S CATHOLIC SCHOOL AND SIXTH FORM COLLEGE, LANCHESTER**

Governing Body Approval: Full Governing Body: M Gray (Chair)	
Date:	12/11/2025
Review Date:	November 2026

# St Bede's Catholic School – Equality Objectives

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## Introduction

At St Bede's Catholic School, our mission is rooted in Gospel values and Catholic Social Teaching. We believe every person is made in the image of God and deserves dignity, respect, and equality. These objectives fulfil our statutory duties under the Equality Act 2010 and Public Sector Equality Duty while reflecting our core value: Together as a Family.

## Legal Framework

The Equality Act 2010 identifies nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Schools must eliminate discrimination, advance equality of opportunity, and foster good relations.

## Objective 1: Challenge Racism and Promote Global Perspectives

Catholic Context:

The Gospel teaches us to 'love one another as I have loved you' (John 13:34). As a Catholic school, we are called to recognise the dignity of every person and to challenge injustice wherever it occurs. Promoting global perspectives and actively challenging racism reflects Catholic Social Teaching on solidarity and the common good. This objective also ensures that under-represented groups are valued and respected within our school family.

Why:

- To equip students with a global outlook and understanding of racism and its impact.
- To reduce incidents of racial prejudice and discrimination, ensuring every member of our school family feels valued.

How:

- Embed global perspectives into curriculum areas and assemblies.
- Deliver staff training on managing inappropriate discussions and responding effectively to derogatory language.
- Use restorative approaches alongside sanctions to educate students about the impact of discriminatory behaviour.

Success Measures:

- Fewer recorded incidents of racial prejudice and discriminatory language (monitored via CPOMS and behaviour logs).
- Analysis of behaviour data shows a year-on-year reduction in equality-related incidents.

## Objective 2: Embed Understanding of Protected Characteristics Across the Curriculum

Catholic Context:

The dignity of the human person is central to Catholic Social Teaching. Every individual is created in God's image and deserves respect regardless of race, gender, ability, or background. By teaching about the nine protected characteristics, we affirm the Gospel value of justice and the Church's call to challenge discrimination.

Why:

- To continue to develop our strategy to ensure all students understand the nine protected characteristics under the Equality Act 2010.

- To link this explicitly to our PSHE curriculum and the Speak Out Stay Safe campaign.
- How:
- To refresh and enhance our PSHE schemes of work to ensure comprehensive coverage.
  - Integrate discussions on protected characteristics into assemblies and tutor time.
- Success Measures:
- Assessment of PSHE and lesson observations shows effective provision.
  - Student voice surveys show an improved understanding of equality and diversity.

### **Objective 3: Eliminate Bullying and Discrimination Related to Protected Characteristics**

Catholic Context:

Jesus said, 'Blessed are the peacemakers' (Matthew 5:9). Bullying and discrimination contradict the Gospel message of love and respect. Our zero-tolerance approach reflects Catholic Social Teaching on safeguarding the dignity of every child and promoting peace within our community. This objective also links to our Together as a Family pastoral campaign, encouraging students to be upstanders, not bystanders, when they witness bullying or unkind behaviour.

Why:

- To uphold our zero-tolerance approach to bullying and ensure every member of our school family feels safe and valued.
- To reinforce our Together as a Family campaign encouraging upstander behaviour.

How:

- Constantly refresh and highlight reporting systems for bullying and discriminatory incidents.
- Ensure regular training on recognising and addressing bullying and discrimination.
- Promote the Together as a Family campaign through assemblies and tutor time.

Success Measures:

- Year-on-year reduction in bullying incidents recorded on CPOMS.
- Increased student reporting of bullying as upstanders.

### **Review Cycle**

Equality information will be updated annually. Objectives will be reviewed and updated every four years by the Governing Body.

