



'Always our best for God, each other and ourselves.'

Equality Information and Objectives Statement 2026-2030

Last Reviewed: September 2026

Next Review: September 2030

Responsible Officer: Headteacher

Approved By: Governing Body

1. Statement of Commitment

At Holy Family Catholic Primary School, we are committed to promoting equality, diversity and inclusion in all aspects of school life.

Rooted in our Catholic faith and Gospel values, we believe that every person is created in the image and likeness of God and is therefore of equal worth and dignity. We are committed to ensuring that every member of our school community is welcomed, respected, valued and enabled to flourish academically, socially, emotionally and spiritually.

We seek to eliminate discrimination, advance equality of opportunity and foster good relations between all members of our school community.

The school is committed to equality of opportunity for pupils, staff, governors, volunteers and visitors.

2. Public Sector Equality Duty

Under the Equality Act 2010, schools must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

- Sexual orientation

3. School Context

Holy Family Catholic Primary School serves a diverse community with significant linguistic, cultural and faith diversity. Over half of pupils speak English as an Additional Language and pupils come from a wide range of ethnic, cultural and religious backgrounds. The school values this diversity and seeks to ensure that all pupils feel welcomed, represented and able to flourish within a caring and inclusive environment.

4. Equality Information

The school recognises that some groups may face additional barriers to learning, participation or achievement.

School Profile (September 2026)

- Number on roll: 209
- Age range: 4-11 years
- Male pupils: 105
- Female pupils: 104
- Pupils with SEND: 30 (14%)

Faith Background

The school serves a diverse community, including pupils from a range of faith backgrounds and those with no declared faith.

The largest faith groups represented within the school are:

- Roman Catholic
- Christian denominations
- Orthodox traditions
- Hindu
- Muslim
- Sikh
- No religion declared
- Other faith backgrounds

Ethnicity

The school community includes pupils from a wide range of ethnic, cultural and national backgrounds, including:

- White British and other White backgrounds
- Black African and other Black backgrounds
- Asian backgrounds
- Mixed heritage backgrounds
- Chinese backgrounds
- European backgrounds

- Other ethnic groups

This diversity enriches the school community and supports pupils in developing respect, understanding and appreciation of different cultures and experiences.

Other Pupil Groups

The school currently monitors:

- Pupils eligible for Free School Meals: 37
- Pupils eligible for Pupil Premium Funding: 35
- Pupils with English as an Additional Language (EAL): 108 (~52%)
- Looked After Children: 1

The school regularly reviews information relating to:

- Attainment and progress.
- Attendance and persistent absence.
- Behaviour and exclusions.
- Participation in clubs and enrichment activities.
- SEND provision and outcomes.
- Disadvantaged pupil outcomes.
- English as an Additional Language (EAL) outcomes.
- Wellbeing and pupil voice information.
- Equal access to wider opportunities.

This information is used to identify any inequalities and inform school improvement planning.

5. Actions to Meet the Public Sector Equality Duty

Eliminating discrimination

- Record and investigate prejudice-related incidents through CPOMS.
- Implement behaviour and anti-bullying procedures.
- Train staff in equality and safeguarding.

Advancing equality of opportunity

- Monitor attainment, attendance and participation.
- Provide targeted support where gaps are identified.
- Ensure equitable access to clubs, visits and leadership opportunities.

Fostering good relations

- Promote respect through the curriculum.
- Celebrate diversity and different cultures.
- Develop pupil understanding of protected characteristics.

- Promote the school's Catholic values of dignity, respect and service.

The school works to improve access to education for disabled pupils through reasonable adjustments and through the school's Accessibility Plan.

6. Equality Objectives 2026-2030

Objective 1

Promote Inclusion, Belonging and Wellbeing

To promote inclusion, belonging and wellbeing for all pupils by ensuring that every child feels safe, respected, represented and valued within the school community.

Success will be evidenced through:

- Positive pupil voice outcomes.
- High levels of pupil engagement.
- Participation in school activities across all groups.
- Positive wellbeing indicators.
- Reduced incidents of bullying and prejudice-related behaviour.

The school will monitor:

- Pupil surveys.
- School Council feedback.
- Pupil interviews and discussions.
- Wellbeing data.
- Behaviour and safeguarding information.

Objective 2

Close Gaps in Outcomes Where Identified

To identify and reduce any gaps in attainment, progress, attendance or participation between groups of pupils.

Success will be evidenced through:

- Reduced attainment and attendance gaps between disadvantaged pupils and their peers where gaps are identified.
- Improved outcomes for pupils with SEND where appropriate to individual starting points.
- Improved attendance and engagement.
- Reduced barriers to learning.

The school will monitor:

- Assessment information.

- Attendance data.
- Persistent absence figures.
- Behaviour information.
- Participation in school activities.

Objective 3

Ensure Equitable Access to Enrichment and Leadership Opportunities

To ensure all pupils, including disadvantaged pupils, pupils with SEND and other vulnerable groups, have equitable access to enrichment opportunities, educational visits, clubs, sporting activities and leadership roles.

Success will be evidenced through:

- Increased participation across all pupil groups.
- Representation of diverse groups within leadership opportunities.
- Positive pupil feedback regarding access and inclusion.

The school will monitor:

- Club participation.
- Educational visit participation.
- Sports participation.
- Pupil leadership opportunities.
- Parent and pupil feedback.

Objective 4

Promote Respect, Diversity and Positive Relationships

To promote understanding, respect and appreciation of diversity through the curriculum, Catholic ethos, collective worship, assemblies and wider school experiences, including an age-appropriate understanding of protected characteristics and the importance of respecting differences.

Success will be evidenced through:

- Positive pupil attitudes towards diversity.
- Strong relationships across the school community.
- A reduction in prejudice-related incidents.
- Increased understanding of equality and protected characteristics.

The school will monitor:

- Curriculum implementation.
- Collective worship activities.
- Assembly themes and provision.
- Catholic ethos and values education.

- Behaviour records.
- Prejudice-related incident records.
- Pupil voice feedback.

Objective 5

Strengthen Inclusion, Belonging and Community Participation

To ensure that pupils from all backgrounds, faiths, cultures and identities feel welcomed, respected and able to participate fully in the life of the school community.

Success will be evidenced through:

- Positive pupil voice outcomes relating to belonging and inclusion.
- High levels of participation in school activities and wider opportunities across all groups.
- Positive relationships within the school community.
- Representation of different groups within pupil leadership opportunities.
- Pupils reporting that they feel valued, respected and safe.

The school will monitor:

- Participation in school activities, clubs and enrichment opportunities.
- Pupil leadership opportunities.
- Pupil voice surveys relating to belonging, inclusion, safety and wellbeing.
- Behaviour and prejudice-related incident data.
- Feedback from pupils, parents and staff.

7. Monitoring and Review

Progress towards these objectives will be monitored annually by senior leaders and reported to the Governing Body.

The Governing Body will review progress against the objectives and provide challenge and support where required.

The objectives will be formally reviewed at least every four years and updated sooner if school circumstances or national requirements change.

8. Publication

Progress against the objectives will be reviewed annually and published on the school website. The equality objectives will be formally reviewed and republished at least every four years.

Approval

This Equality Information and Objectives Statement has been adopted by the Governing Body of Holy Family Catholic Primary School.

Approved By: Governing Body
Date Approved: September 2026
Review Date: September 2030