

LUMEN CHRISTI CATHOLIC MULTI ACADEMY

EQUALITY INFORMATION AND OBJECTIVES



1. INTRODUCTION AND VISION

Lumen Christi Catholic Multi Academy is a Christ-centred community of schools committed to providing high-quality, inclusive education rooted in Gospel values. Guided by our Strategic Plan 2025–2027 and the Birmingham Diocesan Education Service (BDES) Flourishing Catholic MAC Framework, we aim to nurture every individual's God-given potential. This policy outlines our commitment to equality, diversity, and inclusion, ensuring alignment with the Equality Act 2010.

2. LEGAL AND STRATEGIC FRAMEWORK

This policy is underpinned by the Equality Act 2010 and the Public Sector Equality Duty (PSED). It also reflects:

- Lumen Christi Strategic Plan 2025–2027
- BDES Flourishing Catholic MAC Framework, including the Preferential Option for the Poor and Catholic Social Teaching.
- Lumen Christi's Safeguarding and Safer Recruitment Policies, ensuring safe, inclusive environments for all.

3. ROLES AND RESPONSIBILITIES

Board of Directors

- Holds strategic responsibility for ensuring compliance with equality legislation.
- Approves and reviews equality objectives every four years.
- Monitors progress through reports from the Executive Team.

Executive Team

- Oversees the implementation of this policy across all schools.
- Publishes required annual equality information e.g. Gender Pay Gap Report and updates.
- Ensures equality impact assessments are conducted for key decisions.
- Supports schools in developing inclusive practices and addressing inequalities.

School Standards Committee

- Monitor the implementation of equality objectives at school level.
- Receive regular updates on progress and incidents.
- Ensure that local policies reflect the principles of this policy.

Principals

- Lead the implementation of this policy in their schools.
- Ensure staff receive appropriate training on equality and diversity.
- Promote a culture of inclusion and respect.
- Address incidents of discrimination or harassment promptly and effectively.

All Staff

- Uphold the principles of equality in their daily practice.
- Challenge discriminatory behaviour and language.
- Monitor pupil progress and wellbeing to identify and address inequalities.
- Participate in training and professional development.



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Pupils/Students

- Treat others with respect and kindness.
- Report bullying or discrimination to a trusted adult.
- Celebrate diversity and contribute to a positive school culture.

4. ELIMINATING DISCRIMINATION

We are committed to eradicating all forms of discrimination. Staff are trained to identify and respond to prejudice-related incidents, which are logged and monitored on our safeguarding systems.

Policies are reviewed to ensure they do not disadvantage any group.

Our Safeguarding Policy ensures that all pupils are protected from harm, and our Safer Recruitment Policy ensures fair and inclusive hiring practices.

5. ADVANCING EQUALITY OF OPPORTUNITY

We remove barriers to participation and achievement by:

- Providing tailored support for pupils with SEND or EAL.
- Ensuring accessibility in curriculum and facilities.
- Monitoring data on attainment, attendance, and exclusions.
- Promoting inclusive recruitment and staff development.

We are committed to removing barriers to learning and participation for all pupils/students, particularly those with protected characteristics. This includes:

- **Removing Disadvantages:** For example, providing assistive technology for pupils with disabilities or offering additional support for pupils with English as an additional language, ensuring accessibility in both curriculum and facilities.
- **Meeting Needs:** For example, allowing time and space for religious observance, providing tailored support for pupils with special educational needs and working with staff to make reasonable adjustment agreements for those with health/medical needs/disabilities
- **Encouraging Participation:** For example, promoting girls' involvement in STEM subjects or supporting boys' engagement in literacy activities and promoting inclusive recruitment and staff development

We monitor and analyse data on attainment, attendance, exclusions, and participation to identify gaps and implement targeted interventions. This data is disaggregated by gender, ethnicity, disability, and other relevant characteristics.

6. FOSTERING GOOD RELATIONS

We actively promote understanding, respect, and friendship among all members of our community. Our curriculum includes opportunities to explore different cultures, faiths, and perspectives, fostering empathy and global awareness. Examples of our work in this area include:

- **Curriculum Content:** Incorporating diverse voices in literature, history, and the arts.
- **Assemblies and Liturgies:** Celebrating cultural and religious festivals and promoting shared values.



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Objective 5: Narrow Attendance Gaps

To address lower attendance rates among boys and reduce exclusions.

Actions:

- Develop alternatives to exclusion.
- Provide targeted pastoral support through Pathfinder approach
- Engage families through home-school liaison.

Monitoring: Attendance and exclusion data analysed termly.

Date Approved/Approving Body:	25 th June 2025, HR Committee
Signed:	Stephen Graham, Chair of the HR Committee
Minuted:	Hollie Parrish, 25.6.25
Date of Next Review:	Summer 2028



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Objective 4: Improve Staff/Volunteer Diversity

To ensure our workforce and governance teams reflect the communities we serve.

Actions:

- Analyse recruitment and retention data.
- Review job adverts and interview processes for bias.
- Promote inclusive leadership development.

Monitoring: Annual report to the Finance and Audit Committee.

9. MONITORING AND REVIEW

This policy and the associated equality objectives will be reviewed every four years by the Board of Directors. Progress will be monitored annually through:

- School self-evaluation reports.
- Data analysis and impact assessments.
- Feedback from pupils, staff, and parents.
- Reports to School Standards Committee and the Board.

This policy reflects our mission to serve the common good through inclusive, faith-filled education. We are committed to ensuring that every member of our community flourishes spiritually, academically, and socially.

