The Cardinal Wiseman Catholic School

Omnia Pro Christo – All Things for Christ

Equality Statement 2026/27

Our Ethos

The Cardinal Wiseman Catholic School subscribes to the ethos and vision encapsulated by “All things for Christ” (Omnia Pro Christo).

Thus, our commitment to the development of human ecology, divine inspiration, Catholic Social Teaching, the counter-cultural element of our work and a constant quest for excellence inspire us daily. We want our students to flourish at Cardinal Wiseman in order that they will have the knowledge, skills, compassion and agency to make the world a better place.

Date approved by Governors	October 2026
Date of next approval	October 2027

The Cardinal Wiseman Catholic School

Equality Statement

Drafted by: D.P.Coyle
Approved by Governors on: October 2026
Reviewed: Annually
Next Review: Annually
Person (position, not name) to perform review: Head teacher

This policy should be read in conjunction with all other policies and not as a standalone policy

Everyone has the right to be treated with dignity and respect.

Overview

Our school welcomes our duties under the Equality Act 2010. The Act prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 requires us to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the Public Sector Equality Duty (PSED) and its purpose is to promote equality for all.

In brief, this means that as a school we must consciously think about these three aims as part of our decision making processes and pay due regard to equality issues within all our key policies and future planning.

Guiding Principles

- We value all learners equally.
- We recognise and respect difference.
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist.
- We consult and involve widely
- We monitor that all school policies are compliant with the Equality Act 2010

Objectives

The school's mission statement is '" All Things for Christ "

Our three main equality objectives, which will be reviewed annually, are therefore:

- We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement (evidence to be monitored will include external examination results, SISRA data, progress grades, departmental growth plans.)
- We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential (evidence to be monitored will include lesson observations, 'learning walks', schemes of work, lesson plans.)
- We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable (evidence to be monitored will include exclusion data, behaviour points, detentions, including Saturday morning detentions)

Review of the school year for 2025-2026

The school's population, including its workforce, continues to reflect he local community that it is located in. We believe that we have maintained our dedication, and given due regard, to the three overarching aims of the equality duty. In relation to our three objectives, both internal and external data implies that we have met or will meet all of these aims for this academic year.