EQUALITY ACT STATEMENT

Date of policy approval	June 2026
Next review date	June 2027
Owner of policy	Headteacher
Approved by	Full Governors' committee
Reviewed and prepared by	Director of HR and Support Staff
Location of statement	HR Toolkit

OUR MISSION STATEMENT

I am the Way

The Truth

And

The Life

(John 14:6)

At Loreto Grammar School Altrincham, students, staff, parents and Governors form a Catholic community. We aspire to create a caring, structured environment in which teaching and learning and the experience of school

- are characterised by joyful and loving service to others
- challenge each of us to realise our full potential in a spirit of joy and creativity
- encourage the pursuit of excellence
- uphold honesty, justice and mutual respect
- enable us to be questioning, independent learners and "seekers of truth"
- prepare each of us to meet with confidence the challenges of a changing world
- improve and enrich the life of the wider community and enable us to be an example of Christian values in the world as witnesses to God's Living Kingdom

Our values are centred in God, rooted in gospel values and derive from the vision of Mary Ward.

Love and speak the truth – at all times

(Mary Ward)

Loreto Grammar School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We recognize that groups have suffered disadvantage because of their characteristics and we want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.

2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

• Age (in relation to staff only);
• Disability;
• Gender re-assignment;
• Marriage and civil partnership (in relation to staff only);
• Pregnancy and Maternity;
• Race;
• Religion Faith or Belief;
• Sex; and
• Sexual orientation.

As an Academy Trust and employer, we will also not accept any of the following:

• Direct or unlawful Indirect Discrimination;
• Harassment; and
• Victimisation.

We are committed to complying with the **Public Sector Equality Duty** and will seek to

- Eliminate discrimination and other conduct that is prohibited by the Act

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it

- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We will have due regard to the Public Sector Equality Duty when making decisions, taking actions and developing policies. We will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. This information is available on our website

EQUALITY OBJECTIVES (2025 – 2029)

These objectives are set by Loreto Grammar School to help in the promotion of equality.

- To ensure that bespoke support is in place for identified EAL students, seeking to eradicate potential barriers to success and, in this way, enable them to flourish in their studies and achieve their academic potential.
- To ensure that in all building applications, accessibility is a priority in what is a problematic site.
- To ensure that staff undertake annual training in equality and diversity.

This statement has been prepared with reference to Stoke King 'Equality Policy and Publication of Equality Information and Objectives' (as at June 2026)