




Blessed Thomas Holford Catholic College


May God's love be our guide 

Equality Action Plan 2025 – 2026

Principles and Aims	Action	Responsibility	Time Scale	Success Criteria	Outcomes and Impact for Pupils
All learners are equal	<p>Track progress of all student groups (ethnicity, gender, PP etc)</p> <p>Analyse data to identify gaps in learning and trends. Ensure interventions are put in place to close these gaps.</p> <p>Ensure that displays celebrate successes of all pupils regardless of ability.</p>	<p>Headteacher</p> <p>Headteacher Staff as appropriate</p> <p>All staff</p>	<p>Termly</p> <p>Termly</p> <p>Ongoing</p>	<p>Progress and attainment will be evident for all pupils and comparisons will have been made between cohorts.</p> <p>Any gaps in progress and attainment will have been identified and interventions implemented.</p> <p>Displays around school will show achievement of all pupils.</p>	<p>All pupils achieve in external accreditations, where appropriate.</p> <p>All pupils successfully identify an appropriate pathway beyond Winchelsea.</p> <p>The school environment reflects our aims and celebrates our pupils' success.</p>



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<p>Recognise and respect difference</p>	<p>Ensure assembly themes cover topics around respect and prejudice.</p> <p>Ensure Be Your Best Personal Development schemes of Learning and Lessons cover topics around respect and prejudice.</p>	<p>Headteacher Be Your Best / PD Coordinator</p>	<p>Annually</p>	<p>The assembly rota and Be Your Best / PD schemes and plan will have the breadth to ensure coverage of topics around respect and prejudice.</p>	<p>Pupils learn about respect and prejudice throughout a number of contexts.</p>
<p>All pupils have equal access to the curriculum</p>	<p>Ensure all pupils have access to the whole curriculum regardless of ability and their options aren't restricted.</p>	<p>Head Teacher / Assistant Headteacher</p>	<p>Annually</p>	<p>Student GCSE options are wide ranging and % of Ebacc increases</p> <p>All KS3 students follow the same curriculum with adaptive</p>	<p>Pupils study a broad and balanced curriculum</p>



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<p>Address prejudice and prejudice related bullying</p>	<p>Continue to monitor all incidents of prejudice and bullying.</p> <p>Ensure curriculum has sufficient coverage of prejudice related topics.</p> <p>Ensure an assembly on bullying takes place at least annually.</p>	<p>Behaviour and Culture Leads KS3 & KS4</p> <p>Headteacher & Curriculum Leaders</p> <p>Behaviour and Standard Senior Leader</p>	<p>Termly</p> <p>Annually</p> <p>Annually</p>	<p>Number of incidents will be known. Any trends or patterns will be identified and addressed.</p> <p>Curriculum will have been audited and any gaps identified and addressed.</p> <p>All pupils will have taken part in activities related to anti bullying. Number of incidents recorded will continue to be minimal.</p> <p>The assembly rota will have the breadth to ensure coverage of topics around respect and prejudice.</p> <p>An assembly will have taken place annually on bullying.</p>	<p>Pupils treat each other with respect and celebrates differences of others</p>
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<p>An atmosphere is created which recognises the validity of all cultures, fostering positive attitudes towards all</p>	<p>RE & Be Your Best / PD curriculum covers a wide range of religions and cultures in schemes of learning</p>	<p>Head of RE, SMSC Co-ordinator, BYB / PD Coordinator</p>	<p>Annually</p>	<p>BYB / PD schemes and plan will have the breadth to ensure coverage of topics around a range of religions and cultures</p>	<p>Pupils gain and develop of understanding of different religions and cultures.</p>
<p>Observe good equalities in staff recruitment, retention and development</p>	<p>Ensure job description and person specifications for jobs are not gender or biased in any other way.</p>	<p>Headteacher / HR</p>	<p>Ongoing</p>	<p>At least one member of any selection panel will have had Safer Recruitment Training.</p>	<p>All actions are now in place and processes are subject to appropriate guidance, such as Safer Recruitment.</p>
	<p>Selection panels will always have at least one person who has undertaken Safer Recruitment Training.</p> <p>Our actions with staff are always guided by our Public Sector Equality Duty.</p>	<p>Headteacher</p> <p>Headteacher / School Business Manager</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>We have a range of policies in place designed to reinforce our obligations in this regard.</p> <p>All staff at all levels will have undertaken training on at least an annual basis</p>	



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	Enable opportunities for all staff across the school to undertake professional development irrespective of role.	Senior Leadership Team	Ongoing		
Consult and involve the whole school widely	<p>Undertake questionnaires with all parents and carers.</p> <p>Undertake pupil questionnaires on a range of topics ensuring accessibility for all.</p>	<p>Associate Head teacher</p> <p>Associate Head teacher</p>	<p>Annually</p> <p>Annually</p>	<p>An annual parents evening questionnaire will have been sent to all parents and carers. Results will be analysed and a commentary back to parents and carers will have been provided.</p> <p>An annual Pupil Voice questionnaire will have been completed by all pupils. Results will be analysed and any areas for development will be identified and acted upon.</p>	We listen to our stake holders and action plan areas of development based around equality.



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