



## **St Bede's Catholic School and Byron Sixth Form**

Equality and Diversity Report and Objectives

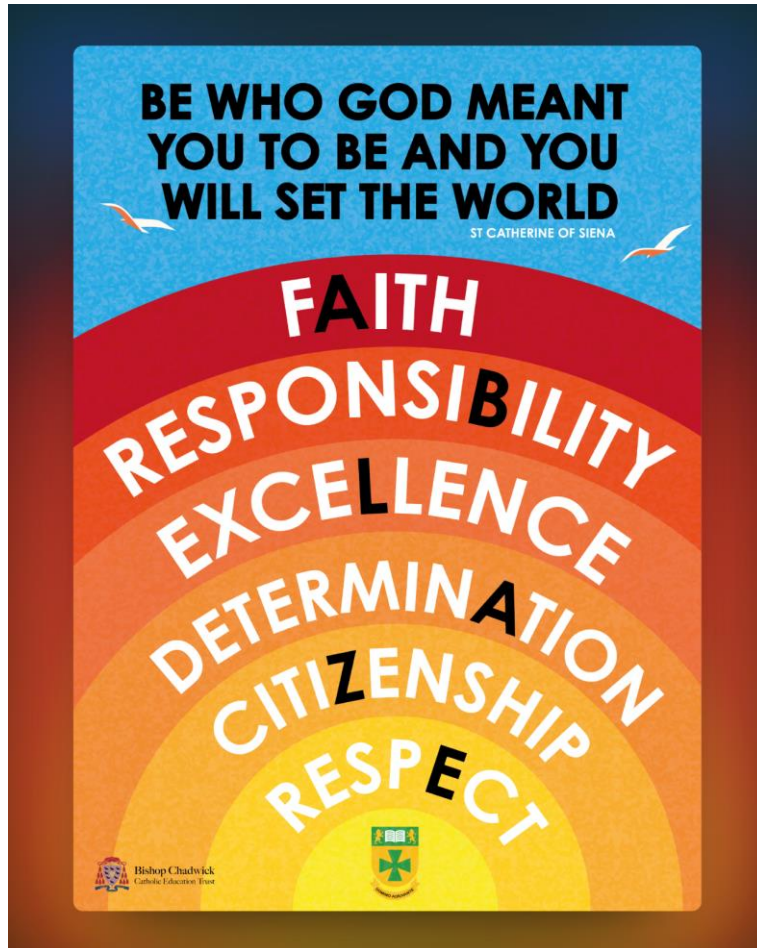


**Bishop Chadwick**  
Catholic Education Trust

## VISION

***“Be who God meant you to be and you will set the world ablaze.”***

**St Catherine of Siena.**



Every member of the our school community – child and adult – is made in the image of Christ and deserves to be treated with dignity and respect. In line with our core values, we do our utmost to ensure high quality academic, social and spiritual outcomes for all.

## Equality and Diversity Objectives

The following objectives have been set, against which progress will be assessed annually by the Local Governing Committee and a report appended to this document.

- **BOYS' ATTAINMENT MATCHES GIRLS' ATTAINMENT**
- **PROMOTE NON-STEREOTYPICAL CAREERS**
- **ERRADICATE BULLYING, DIRECT AND INDIRECT DISCRIMINATION AND HARASSMENT RELATED TO ALL THE PROTECTED CHARACTERISTICS**
- **ADVANCE EQUALITY OF OPPORTUNIT BY DELIVERING ANNUAL TRAINING TO STAFF ON THE EQUALITIES ACT AND RELATED GUIDANCE AND POLICIES**

## Equality and Diversity Report

This monitoring report is demonstrative of how St Bede's Catholic School and Byron Sixth Form is performing in relation to our Equalities and Diversity Objectives:

- **BOYS' ATTAINMENT MATCHES GIRLS' ATTAINMENT**
  - In 2023, boys' attainment was on average 4.19 points which is just less than girls' attainment (4.21).
  - In 2022, the same measures were 5.45 (boys) and 4.85 (girls) - 2022 grade boundaries were lowered as an adjustment for the inverse impact of COVID-19 on the year group's education.
  - Progress scores were -0.26 for boys and -0.24 for girls in 2023 and +0.43 and -0.16 in 2022. These scores indicate a move towards parity across gender.
- **PROMOTE NON-STEREOTYPICAL CAREERS**
  - In November 2025 a group of year 9 girls, interested in computing, took part in an 'I Belong in Esports' event with the local computing hub. The girls

learning about the computing industry as whole and how they could specifically access the male dominated esports field. Following the event a number of female students attend both a lunch time girls computing club and afterschool coding club.

- International Women's day is celebrated in March within school, promoting the achievements of women throughout time. International Day of Women in Science is celebrated in February throughout the school with a deeper focus in the Science Department.
- Careers Week each year focuses on challenging gender specific roles, encouraging students to investigate industries they would not normally focus on.

- **ERRADICATE BULLYING, DIRECT AND INDIRECT DISCRIMINATION AND HARASSMENT RELATED TO ALL THE PROTECTED CHARACTERISTICS**

- 'Respect' is a core value and our first priority learning habit – it is written in our student planner that 'We are all made in the image of God. We treat people the way we would like to be treated – with dignity.'
- Continued zero tolerance approach to bullying. All reported incidents investigated and sanctioned with appropriate involvement from parents/carers. Each student and their parent/carer signs a pledge in the Student Planner, agreeing to:
  - Treat others respectfully
  - Include others who are left out
  - Refuse to bully others
  - Refuse to watch, laugh or join in when someone is being bullied
  - Tell an adult
  - Help those who are being bullied
- We have engaged with the organisation Show Racism the Red Card to develop our equality and discrimination drive amongst the student body. We are working with the organisation Crimestoppers/Fearless to raise awareness of and prevent Hate Crime

- **ADVANCE EQUALITY OF OPPORTUNIT BY DELIVERING ANNUAL TRAINING TO STAFF ON THE EQUALITIES ACT AND RELATED GUIDANCE AND POLICIES**

- Staff are trained on Protected Characteristics and British Values on an annual basis as part of our annual safeguarding plan.

