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THE CARDINAL VAUGHAN MEMORIAL SCHOOL

Amare et Servire

Equality Information & Objectives – 2026-2029

Introduction

The Cardinal Vaughan Memorial School is part of the Saint John Southworth Catholic Academy Trust, whose SJSCAT Equality Policy applies to all academies within it and operates in accordance with the Trust's values of Dignity, Service, and Perseverance.

This document is an appendix to the SJSCAT Equality Policy; they should be read together.

Cardinal Vaughan Memorial School contextual information

We are a boys' school (with a mixed Sixth Form) with a robust Catholic ethos, a comprehensive pan-London intake, a tradition of outstanding academic outcomes and a strong regard for good behaviour, self-discipline and self-improvement among our pupils.

- The vast majority of our pupils are Catholic.
- Most pupils are boys. 39% of our Sixth Form pupils are girls.
- Half our pupils come from a minority ethnic group.
- Nearly half of pupils speak English as an additional language.
- Pupils with SEND represent 19% of our pupil population. Over a quarter of these pupils have Education, Health and Care Plans.
- Some of our pupils question their sexuality or gender identity and may express themselves differently from stereotypical norms. We are conscious of this and supportive of their needs. Over half of our staff, teaching and support, are Catholic.
- The largest group of staff are White British with the rest representing a range of other ethnic groups.
- The age structure of our staff is fairly evenly spread.
- Our staff, parents and carers represent all protected groups.

Our Equality Objectives (2026-2030)

1. **Increase the proportion of staff from ethnically diverse communities at all levels in the school to 25%**

- The intention is that the staff body becomes more representative of the pupil population and for pupils have positive role models from similar backgrounds with whom they can identify.
- It also relates to general equality duty to advance equality of opportunity between people who share a protected characteristic and people who do not share it.

2. **Improve outcomes and access to opportunities for disadvantaged pupils across all key stages**

- The intention is to diminish attainment and progress gaps between disadvantaged pupils and their peers, ensuring that all pupils can achieve their full potential.
- It also aims to widen participation in enrichment, leadership and co-curricular activities, supporting aspiration, cultural capital and future pathways.
- This reflects the public sector equality duty to advance equality of opportunity by addressing barriers related to socio-economic disadvantage.

3. **Reduce incidences of sexist behaviour and promote a culture of respect and dignity among all pupils**

- The intention is to maintain a safe, inclusive and nurturing environment in which all pupils are respected, regardless of gender.
- It aims to challenge and reduce sexist language, attitudes and behaviours through education, clear expectations and consistent pastoral support.
- This supports safeguarding priorities and promotes positive, respectful relationships across the school community.

Monitoring arrangements

We will update our equality information above, which describes how we are carrying out our equality obligations, every year. The Local Governing Body will receive regular reports on progress achieving our equality objectives. Our objectives will be reviewed at least every four years. This document will be approved by the Local Governing Body.

Links with other policies

This document links to the following policies and documents:

SJSCAT Equality Policy
Mission Statement
School Ethos
Anti-Bullying Policy
Online Safety Policy
Relationship and Sex Education Policy
Special Educational Needs Policy
Uniform Policy