



# St Mary's Catholic Primary School

*We follow in Jesus' footsteps*

## EQUALITY OBJECTIVES STATEMENT

### INTRODUCTION

St. Mary's Catholic Primary School is committed to ensuring equality of opportunity and provision throughout the school and our community.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

St. Mary's is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following aims:

- to appreciate the uniqueness of each person and recognise their unique potential
- to recognise that people have different needs and to understand that treating people equally does not always involve treating them all in the same way
- to develop an understanding of diversity and inclusivity, so the children will treat others with dignity and respect
- to enable the children to develop a sound moral compass
- to foster positive attitudes and relationships between all
- to reduce and remove inequalities and barriers if/when they exist
- to have the highest expectations of **all** of our children.

## **DISCRIMINATION AND OTHER CONDUCT THAT IS PROHIBITED BY THE ACT**

We are committed to working for equality for all our staff, parents/carers and children in order to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Implementing a behaviour policy which ensures that all children feel safe at school and which addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

## **EQUALITY OBJECTIVES 2028**

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: to ensure all children are treated fairly and with respect and that there are clear procedures for any prejudice-related incidents.

Objective 2: to ensure the children are aware of the inappropriateness of name calling, in particular when this is based on a protected characteristic.

Objective 3: To monitor and analyse pupil achievement by pupil premium eligibility, gender and special educational need and act on any trends or patterns in the data that require additional support for pupils.

Objective 4: To raise levels of attainment in core subjects for vulnerable learners.

**These objectives will be reviewed at least annually and progress towards them reported to Governors.**