



**Vision: Delivering excellence, allowing all to flourish**

**Mission: Creating a culture of wonder, guided by Christian faith**

**Values: Endurance, Compassion, Thankfulness**

### **St Mary's Equality statement**

Public bodies, including local-authority-maintained schools, are covered by the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

At St. Mary's CE Primary School, we take this obligation very seriously and ensure that all our pupils can take part as fully as possible in every aspect of school life. We identify any barriers to learning that they may have and then work to overcome these so that each child can fulfil their potential.

We strive 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.

This means we will:

- Take reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.
- Actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.

- Regularly consider the impact of our curriculum to ensure that it promotes awareness of the rights of individuals and develops the skills of participation and responsible action. We want children to understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- Monitor the progress and achievement of pupils who fall within the appropriate protected characteristics. This information will help us set equality objectives, remain fully inclusive and ensure pupils achieve their full potential.
- Work with outside agencies and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.
- Monitor bullying, prejudice related incidents, and deal with them effectively. Regular training will be given to new and existing staff to ensure that they are aware of the process for reporting and following up any incidents of bullying.
- Have an expectation that all staff will be role models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

**St Mary's Equality objectives 2020-2023**

<b>Objective</b>	<b>Target Group</b>	<b>Action</b>	<b>Timescale</b>	<b>Monitoring and evidence</b>
1. To develop a whole school approach to equality diversity and inclusion	All children	Unconscious Bias Training is delivered to all staff  There is a clear action plan which outlines the future development needed  Whole school approach agreed and embedded	September 2022 and ongoing	Complete an audit of the school's work against the criteria for the Equality award  Action plan checked regularly and timescales met  Equalities award achieved by the school

<p>2. To improve outcomes for EAL pupils</p>		<p>Staff training into how to support EAL learners in school</p> <p>EAL policy to be drafted and shared with Governors</p> <p>Assessment of fluency levels discussed and tools for assessment agreed</p> <p>training in how to support EAL learners</p> <p>Resources purchased or created to enhance the experiences of EAL learners</p>	<p>September 2022 and ongoing</p>	<p>EAL learners monitored at regularly</p> <p>Progress is measured carefully and trends acted upon quickly</p> <p>Opportunity for staff to discuss and reflect on ways to measure smaller steps of progress for EAL learners is in place</p> <p>EAL students form friendships with their peers</p>
<p>3. To monitor and ensure there is membership of</p>	<p>PPG/SEND/EAL</p>	<p>Identify vulnerable groups</p>	<p>September 2022 and ongoing</p>	<p>Tracking club attendance termly</p>

<p>vulnerable or hard-to-reach groups in after school club provision</p>		<p>Monitor memberships in clubs of identified groups</p> <p>Address any trends or patterns</p> <p>Liaise with parents as needed to encourage attendance</p>		<p>A range of clubs are provided to include both physical and academic focus</p> <p>Ensure PPG funding is allocated fairly and consistently to support attendance in clubs</p>
<p>4. To promote understanding of and respect for differences</p>	<p>All children</p> <p>Children with disabilities currently in school</p> <p>Children with families that are different</p>	<p>Use of Diversity Role Models workshop in school</p> <p>Participate in Anti Bullying week</p> <p>Continue to monitor the PSHE/RSE curriculum to ensure difference is celebrated</p>	<p>September 2022 and ongoing</p>	<p>Behaviour Logs used to log any racial or homophobic behaviours</p> <p>PSHE/RSE curriculum monitored to ensure difference is celebrated</p> <p>Audit provision of PSHE in school</p>

		Enhance book collections as new content becomes available		
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