

**ST. MARY'S
CHURCH OF ENGLAND**



PRIMARY SCHOOL

St Mary's Church of England Primary School

Equality Statement 2023 - 2026

Authorised for Issue by Governing Body: March 2023

To next be reviewed: March 2026

St Mary's School Vision

We aspire to be a kind and creative learning community where we support and challenge each other to be the best we can be.

We aim for all our children to

- have a sensitive, considerate and respectful attitude towards others
- understand and appreciate Christian values
- be proud of their school and their achievements
- be able to work co-operatively, collaboratively and independently
- be enthusiastic learners and confident in applying their skills
- develop an enquiry based approach, to become lifelong learners
- have essential skills in literacy, numeracy and information technology
- achieve the highest standards of which they are capable
- extend themselves in mind, body and spirit

To achieve these aims for our children we will

- give clear, challenging but achievable objectives that are shared with the child
- complete careful planning which includes continuity, progression and differentiation, using assessment to target learning needs
- provide a stimulating, organised, learning environment with appropriate resources
- give clear instructions; provide achievable tasks, with perceptive teaching and supportive guidance
- ensure all areas of the curriculum are covered for all pupils and provide a variety of activities to challenge and extend learning
- plan opportunities for children to ask questions, teach strategies and provide resources for them to find answers
- use a range of teaching approaches and plan for different learning styles
- involve parents and carers in school life
- promote the development and use of the children's self-evaluation skills
- give praise and recognition for effort, achievement or talent
- give clear guidelines on acceptable and unacceptable behaviour through the behaviour policy and encourage children to take responsibility for their actions
- encourage children to take an active and responsible part in decision-making
- set a good example in the way we behave towards others and give children opportunities to explore Christian values and develop their spirituality
- work together collaboratively as a community and strive for continuous improvement in all we do

St Mary's School Christian Values

Our School's Christian Values are demonstrated in all that we do and say

*** Compassion * Community * Courage * Curiosity ***

Equality Statement

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (we will not publish any information that can specifically identify any child).
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognize that these duties reflect international human rights standards as expressed in the UN Convention of the Rights of the Child, the UN Convention on the Rights of the People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit.
- Identify any discrimination taking place and take action to eliminate it

Our school has adopted the 'Jigsaw' scheme of work for delivering Relationships, Health and Sex Education Curriculum content and for delivering the PSHE Curriculum.

Addressing Prejudice Related Incidents

St Mary's Church of England Primary School is opposed to all forms of prejudice and we recognize that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the MAT/Local Authority using their guidance material.

Responsibility

| School Community | Responsibility |
|------------------------|--|
| Governing Body | Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing equality objectives. |
| Headteacher | As above, including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community received adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. Taking action should discrimination occur, in line with LSP guidelines. |
| Senior Leadership Team | To support the Headteacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |
| Teaching Staff | Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents. |

| | |
|-------------------------|---|
| Non-Teaching Staff | Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents |
| Parents | Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all |
| Pupils | Supporting the school to achieve the commitment made to tackling inequality Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated. |
| Local Community Members | Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all. |

We will ensure that the whole school community is aware of the Equality Statement and Objectives by publishing them on our school website.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Local Governing Body, in consultation with the LSP MAT where necessary.

Equality Objectives 2023-2026

See also our Accessibility Action Plan and our Pupil Premium Report.

1. Continue to close the gap in attainment between disadvantaged children and other children
2. To ensure a greater diversity in the learning provision and resources in school, including through the curriculum content, books, toys (eg. dolls) to ensure equality of representation
3. To ensure that our enrichment opportunities including visits, trips and guest speakers reflect and celebrate diversity
4. To ensure that provision at playtime encourages positive play by engaging children's different interests including sport, role play/small world, creative play, etc.