



**St. Mary's Catholic First School**  
**Equality Information and Objectives Statement**

At St. Mary's Catholic First School, we are committed to equality. We aim for every pupil to fulfil their God-given potential no matter what their needs. Our School is committed to anti-discriminatory practice to promote equality or opportunity and to value diversity for all children and families.

Our school welcomes all children and values them as individuals, treating them equally and with respect. We believe that all children have the right to have their own particular needs recognised and addressed in order to achieve success.

However, we recognise that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age or pregnancy and maternity.

Our approach to equality is based on the following 8 key principles

All learners are of equal value; whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

1. We recognise, respect and value difference and understand that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our school.
2. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
3. We provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued.
4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

### **Equality Objectives 2023 – 2027**

**Objective 1: For all our pupils to be able to identify with our school curriculum and enrichment opportunities with reference to equality, racial justice and disabilities.**

- Ensuring consideration is given to equality and representation in the curriculum and school-based activities and visits.
- Monitoring and evaluating pupil's attitudes and knowledge around diversity and equality.

#### ***Why have we chosen this objective?***

There is a low representation of pupils from specific groups such as ethnicity, disability and faith.

#### ***How will this be measured and evaluated?***



Leaders will monitor coverage of equalities through curriculum monitoring and assembly monitoring. Pupil voice and book monitoring will be used to evaluate pupils' knowledge, skills and attitudes to diversity issues. Reporting on equalities information through reports to full governing bodies and teaching and learning curriculum. Behaviour records will be monitored and where there are concerns, these will be addressed with follow up support to individual pupils.

**Objective 2: To review provision for SEND children to ensure that maximum progress is made.**

- Differentiating provision in order to meet all children's needs and interests.

***Why have we chosen this objective?***

The school has a growing % of children with SEN or EHC Plans.

***How will this be measured and evaluated?***

Termly tracking data and appropriate interventions planned for.

Registers for visits and school events show that pupils with disabilities, and special educational needs are fully involved in the wide range of activities that school offers. Educational Visit Leader and Senior Leaders will monitor relevant paperwork to ensure that equality considerations are made on all risk assessments for school visits and school-based activities.

**Objective 3: To act on PP review in order to close the gap in progress and attainment.**

- Differentiating provision in order to meet all children's needs and interests.

***Why have we chosen this objective?***

To ensure that the achievement of PPG children is at least the same level as their peers.

***How will this be measured and evaluated?***

Termly tracking data and appropriate interventions planned for.

Registers for visits and school events show that Pupil Premium pupils are fully involved in the wide range of activities that school offers. Educational Visit Leader and Senior Leaders will monitor relevant paperwork to ensure that equality considerations are made on all risk assessments for school visits and school-based activities.