



Public Sector Equality Duty (PSED) Compliance Statement

St. Mary's Catholic First School is committed to ensuring equality of opportunity for all pupils, staff, parents, and members of our school community. We recognise our responsibilities under the Equality Act 2010 and have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations.

1. How We Have Due Regard to the Three Aims of the Equality Duty

a) Eliminating Unlawful Discrimination

- Regularly reviewing and updating school policies to ensure compliance with equality legislation.
- Recording and monitoring incidents of discriminatory behaviour, bullying, and harassment.
- Providing staff training on equality, safeguarding, SEND, and inclusive practice.
- Considering equality implications in policy and curriculum decisions.

b) Advancing Equality of Opportunity

- Monitoring pupil progress and outcomes for groups, including SEND, disadvantaged pupils, and EAL learners.
- Using data to identify gaps and implementing targeted interventions.
- Making reasonable adjustments for pupils with disabilities.
- Ensuring fair access to extracurricular opportunities, trips, and leadership roles.

c) Fostering Good Relations

- Embedding diversity and inclusion across our curriculum.
- Celebrating cultural, religious, and community events.
- Promoting values such as respect, tolerance, and understanding.
- Engaging with parents and community partners to strengthen inclusion.

2. Information We Publish Annually

- School demographic data such as gender, ethnicity, and SEND.
- Attainment and progress data for different pupil groups.
- Participation data in clubs, trips, and leadership roles.
- Accessibility Plan updates and actions taken to address inequalities.



3. Equality Objectives

Our equality objectives, reviewed every four years, are:

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.

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

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

4. Monitoring & Reviewing Equality

Our Senior Leadership Team and Governing Body monitor the impact of policies and decisions on protected groups, progress towards equality objectives, outcomes data, and staff training. This statement is reviewed and updated annually.