



### St Mary's C of E Primary School and Nursery: Equalities duty in practice

| Equalities duty objective:  | How we meet the objective   |
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| <p><b>Objective 1 - In relation to Achievement:</b></p> <ul style="list-style-type: none"> <li>We are committed to improving the attainment of disadvantaged groups of students, including students with Special Educational Needs, students with disabilities and those entitled to Free School Meals so that the gap between their attainment and that of other students is narrowed.</li> <li>We will aim to raise aspirations among children and young people, their parents and communities and raise awareness of career and higher education opportunities, to challenge stereotypes.</li> </ul>                       | <ul style="list-style-type: none"> <li>SLT data analysis and use of Insight enables us to look at pupil data by specific groups e.g. SEN, gender, disadvantage.</li> <li>Pupil progress meetings take into account pupils groups at class level – interventions are planned accordingly.</li> <li>We provide positive role models within the curriculum for future career opportunities e.g. female STEM visitors, “people who help us” visitors, links with local community</li> </ul>   |
| <p><b>Objective 2 - In relation to Teaching and Learning:</b></p> <ul style="list-style-type: none"> <li>We will ensure that our curriculum is actively broad and balanced and provides opportunities for all students and promotes understanding between different groups of people, cultures and societies.</li> <li>Our curriculum will include an element of PHSE education that tackles stereotypes and challenges student’s perceptions.</li> <li>We will ensure the promotion of British values through our curriculum. This will support and develop our students into responsible citizens of the future.</li> </ul> | <ul style="list-style-type: none"> <li>Our curriculum celebrates diversity and challenges stereotypes.</li> <li>Our literature reflects a range of race, gender and abilities promoting inclusivity.</li> <li>Difference and diversity in our cultural links throughout the school community are celebrated through display.</li> <li>A well-planned programme of Christian Worship enable us to celebrate and explore issues and themes e.g. LGBTQ+, different families: same love, difference and similarities, FBV, religions, cultures and beliefs.</li> <li>Well stocked library and a focus on diversity in our reading spine text selection ensures children have positive role models within the books they access for learning and pleasure.</li> <li>Well planned and sequenced PSHRE and RE curriculums provide children with opportunities to explore and discuss cultures, faiths and beliefs beyond their immediate experience</li> </ul> |

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| <p><b>Objective 3 - In relation to Behaviour and Safety:</b></p> <ul style="list-style-type: none"> <li>• We will maintain a rigorous anti-bullying stance so that all students and staff, including those with protected characteristics, are protected from harassment and discrimination of all kinds.</li> </ul>   | <ul style="list-style-type: none"> <li>• Teachers take swift and effective action to tackle and deal with harassment, discrimination bullying or victimisation.</li> <li>• Anti-bullying policy and procedures are in place and recording via CPOMs ensures that any discriminatory incidents can be tracked and monitored.</li> </ul>   |
| <ul style="list-style-type: none"> <li>• Our behaviour for learning policies will outline how we will deal with students who use discriminatory homophobic or otherwise offensive language.</li> </ul>   | <ul style="list-style-type: none"> <li>• Year 6 buddies are trained to support and resolve playtime behaviours.</li> <li>• Staff training has explored and secured the school's approach to establishing an ethos to eliminate sexual harassment</li> <li>• Circle time is planned for but can also be responsive to issues when they arise</li> </ul>   |
| <p><b>Objective 4 - In relation to Leadership and Management:</b></p> <ul style="list-style-type: none"> <li>• We will demonstrate our commitment to equality and diversity through consistent application of our policies and procedures.</li> <li>• We will ensure that our systems for recruiting, retaining and managing staff (and potential applicants) support all those in groups protected by the Equalities Act. • We will endeavour to raise levels of parental and pupil engagement in learning and school life, across all activities, including regular attendance to ensure equity and fairness in access and engagement.</li> <li>• We will aim to raise aspirations among children and parents and raise awareness of career options for all children, challenging gender stereotypes.</li> </ul> | <ul style="list-style-type: none"> <li>• Trust and school policies are developed and reviewed through the lens of equalities</li> <li>• Recruitment is in line with Equalities Act and use of new Trust wide recruitment system supports this (MyNewTerm).</li> <li>• Accessibility plans are in place so reasonable adjustments are made for pupils with disabilities e.g. ramp and electronic doors for independent access by wheelchair user, disabled parking spaces for staff and parents</li> <li>• Subject leadership for multicultural education, FBV and SMSC ensures that these aspects of our curriculum are purposeful and promoted.</li> <li>• Participation by parents at parents evening is monitored and every effort is made to encourage parents of disadvantaged pupils e.g. early times, alternate dates so that attendance remains high.</li> </ul> |