

St Matthew's CE (Aided)
Primary School and
Nursery Centre

Equality Policy and Objectives

'To provide quality education for our children in a happy and secure Christian environment, encouraging pupils to achieve their full potential academically, spiritually and socially'.



2024 -2026
(Sep 24)

Equality Policy

This document demonstrates St Matthews CofE Aided Primary School's compliance with the Public Sector Equality Duty (PSED). This is a working document, which will be monitored and reviewed annually.

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 principal 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 (for employees not for service provision),
- 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 incident

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any 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 recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of 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 benefits

OUR VISISON

[Individuals working together to potential with God so
"I can do all things because Christ gives me strength." Philippians 4:13](#)

We will:

- Encourage everyone, of all backgrounds and abilities, *to flourish spiritually, morally, emotionally, physically and intellectually* thereby fulfilling their God-given potential.
- Have collective worship as a central part of our *community*, encompassing the spiritual development of both children and adults.
- Promote the practice of the school's TEAM (Thankfulness, Enjoyment, Ambition and Mission) core values with all who work in our school.
- Provide high quality religious education that encourages children to *persevere* in developing religious literacy.
- Provide a framework of both core and foundation subjects which enables and enhances purposeful learning across the curriculum, giving depth, breadth, balance and progression.
- Help pupils to develop the resilience to *persevere* in their learning with a curriculum designed to allow children to investigate, reason and reflect within a Christian *community* that encourages taking risks and making decisions.
- Provide support for good mental health and wellbeing of our children and staff so that all feel *respected* and valued.
- Help our children to develop lifelong values so that they can contribute successfully to their increasingly complex local, national and global *community*.
- Promote a *respect* for difference and diversity that exist in our modern world.
- Provide a Christian *community* where there are strong caring relationships based on mutual *respect*, demonstrated through courtesy, forgiveness and reconciliation.

Our Values

We respect and model the core values of the school with our staff and children:



We promise to **RESPECT** one another
 Be **RESILIENT** when faced with challenge and
 Acknowledge our **RESPONSIBILITY** to be advocates of change.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice, and we recognise 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 to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

<u>School Community</u>	<u>Responsibility</u>
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 data and publishing equality objectives.
Head Teacher	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 the school community receives 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.
Senior Management Team	To support the Head 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 head teacher/principal 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 head teacher 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 Single Equality Policy and our published equality information and equality objectives by publishing them:

- On the school website and in this document 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 Head Teacher and Governing Body.

Monitor and Review

Every two years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Equality Objectives

<u>Objectives</u>	<u>Why</u>	<u>How</u>
1. To narrow the gap in attainment in reading and writing between children who are PPG and those who are not.	Higher percentages of children who are non-PPG currently achieve age-expected and greater depth than those who are PPG.	Each class identifies individual children on Pupil Progress Grids to target support to close the gap. Interventions to support the progress and attainment in reading and writing are primarily aimed at children with SEND and underachieving PPG children.
2. To increase the percentage of girls who are achieve ARE and GD in Maths by the end of Key Stage 2.	After analysing the Autumn Term 2024-2025 maths data for Key Stage 2 it was evident that more boys were achieving ARE and GD.	Each class identifies individual children on Pupil Progress Grids to target each term to increase the number of girls achieving expected and greater depth. Quality first teaching, interventions and increased adult time will support this progress.
3. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.	63% of our intake identify as White British. As a school we want to ensure that our children are well-rounded and are understanding of different races and ethnic groups as well as different religious beliefs and backgrounds.	We will investigate embedding British Values into the curriculum as well as continuing to embed the school values. We will celebrate special themed days/weeks. Check coverage of RE curriculum and religions taught across the school. We will give children the opportunity to teach their peers and also Invite in religious visitors and visit different places of worship.

Next Review date – 2029