



School Motto

'God shines within our hearts.
Jesus walks by our side.
The Holy Spirit gives us strength.'

Equality Objectives statement

St. Mary's CVA is committed to ensuring equality of provision throughout the school community.

We aim to demonstrate this equality of opportunity through all aspects of school life by removing barriers to learning and success through our work in the classroom, our pastoral and inclusion support systems, our links with the wider community and our recruitment and retention of staff.

To achieve this, our equality objectives are as follows: (Equality Act 2010)

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To tackle prejudice and promote understanding in relation to people with disabilities.
- To ensure that pupils, parents and staff understand an accurate definition of bullying and ensure that school processes and procedures are effective in preventing it and tackling it should any form of bullying occur.
- To ensure that the difference between the attainment and progress of boys and girls in all our classes is diminished.
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities.
- To allow equal access to information for all parents.
- To ensure that our curriculum provision for relationships and sex and health education matches the requirements from the newly updated Religious Education curriculum.
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.

We seek to demonstrate our commitment to providing equality of opportunity by:

- Ensuring that everyone is treated fairly and with respect.
- Ensuring our school is a safe, secure and stimulating place for everyone.
- Recognise that people have different needs, and understanding that treating people equally does not always involve treating them all exactly the same.
- Recognise that some pupils need extra support to help them make progress and be successful.
- Provide additional resources (such as ICT equipment) to ensure every child has the same access to high quality resources and curriculum.

To ensure that people from different groups are consulted and involved in our decisions we advocate talking to all stakeholders on a range of different issues including our School Council/PTA.

To make sure that no-one experiences harassment, less favourable treatment or discrimination because of: (Protected Characteristics)

- Age
- Disability
- Race
- Gender
- Gender re-assignment

Review date – March 2024

Next review date – March 2025



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- Religion and belief
- Sexual orientation
- Marriage and civil partnership
- Being pregnant or having recently had a baby

We promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. This is taught explicitly through Global learning and PSHE.

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.