

ST MARGARET MARY'S CATHOLIC INFANT SCHOOL

Loving, Learning, Growing together with Jesus.



EQUALITY INFORMATION AND OBJECTIVES STATEMENT 2024-2025

Approved by: Children & Learning Committee

Date Ratified: 16th October 2024

Review Date: October 2025

Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to 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.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days, e.g. European Day of Languages, Neurodiversity week.
- Half termly lessons following 'No Outsiders' – which we entitle 'All Are Welcome' to teach the children at an age appropriate level, through stories, about the protected characteristics, about how we are all unique and known and loved by God.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Current Pupil Data

Religion	Gender	Ethnicity	Disabilities
Roman Catholic – 251 Christian - 46 None – 78 Hindu - 7 Muslim – 1	Female – 199 Male - 189	Asian – 4 Any other Black background – 2 Black African - 5 Other Ethnic groups Mixed Race – 2 White – 6 Indian – 36 Traveler – 3 Pakistani – 1 White British – 319 White Irish – 2 White Asian – 1 White and Black African – 3 White and Black Caribbean - 2	Pupils – 15

Equality Objectives:

Equality Objective 1, 2 & 3 – Linked to promotion of Equality, Diversity and Inclusion

OBJECTIVE: To increase understanding of equality through direct teaching in the curriculum, actively promoting raising awareness, appreciation and celebration of diversity including gender, race, disability and religion.

OBJECTIVE: Raising pupil awareness of other cultures, creeds and religions through the curriculum and special events.

OBJECTIVE: To make adaptations to all curriculum subjects to ensure pupils with SEND are able to have full access to our broad and balanced curriculum.

Equality Objective 4: Linked to Pupil Attainment/Disadvantage

OBJECTIVE: To monitor and analyse pupil achievement for disadvantaged pupils to ensure they make progress in line with non-disadvantaged pupils.

Equality Objective 5: Linked to Pupil Attendance/Pupil Premium

OBJECTIVE: To explore and understand the reasons for the higher absentee levels of PP pupils and begin to improve attendance rates of these pupils through the use of Inclusive Attendance principles.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Pupil Equality, Equity, Diversity and Inclusion Policy further outlines the school policy regarding equality.