



St Mary's CE Infant School

EQUALITY STATEMENT

Legal Duties

The school adheres to the statutory requirements of the SEND Code of Practice.

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;
- 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 incidents

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 particular group we will include work in this area.

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 benefit

Our Vision

All learners have high aspirations for their achievement, in an environment where they are happy, confident and independent

Our Ethos

At St Mary's we pride ourselves on being a learning community with the children at the heart of all we do. We value the uniqueness of individuals by both building on and sharing strengths. We recognise individual qualities and interests and we recognise that learning does not stop in the classroom.

We aim to provide a personalised education which brings out the best in every child and adult and enables all at St Mary's to recognise the importance of life-long learning.

We ensure that all learning is taught enthusiastically through a range of real and creative experiences, taking into account individual learning styles. We work with the children in a safe environment, teaching them the skills required to build positive relationships with others. Children are taught how to collaborate and work as part of an effective team so that they grow into confident citizens valued for the contribution they make to society.

As a Church of England School we seek to develop the personal spirituality of children through an exploration of their experiences and feelings. The children are encouraged to develop their sense of curiosity and wonder about the world in order to find meaning, purpose and value.

Addressing Prejudice-Related Incidents

Our 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 fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of

prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material.