



## *St Mary's Catholic Primary School*

### *Equality, Diversity and Inclusion Policy*

*Policy Status: Statutory*

*Date Approved: September 2026*

*Review Date: September 2029*

*Responsible Committee: Governing Body*

*Headteacher: Laura Concannon*

*Chair of Governors: Mrs Rebecca Iley*

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#### *1. Mission Statement*

*At St Mary's Catholic Primary School, we believe that every person is created in the image and likeness of God and is therefore of equal worth and dignity. Inspired by the teachings of Jesus Christ and Catholic Social Teaching, we are committed to fostering a welcoming, inclusive and respectful community where every individual can flourish spiritually, academically, socially and emotionally.*

*We strive to ensure that all members of our school community are treated fairly, with dignity and respect, and are given equality of opportunity regardless of their background, circumstances or protected characteristics.*

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#### *2. Purpose of the Policy*

*This policy outlines the school's commitment to promoting equality, diversity and inclusion in accordance with:*

- Equality Act 2010*
- Public Sector Equality Duty (PSED)*
- Special Educational Needs and Disability Code of Practice*
- Keeping Children Safe in Education*
- Human Rights Act 1998*
- Catholic Social Teaching and the mission of the Catholic Church*

*The policy applies to all pupils, staff, governors, volunteers, contractors and visitors.*

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### **3. Legal Framework**

*The Equality Act 2010 protects individuals from discrimination, harassment and victimisation.*

*The protected characteristics are:*

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

*Whilst age and marriage/civil partnership do not apply to pupils, they are protected characteristics in relation to employees.*

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### **4. Public Sector Equality Duty**

*As a public body, St Mary's Catholic Primary School is required to have due regard to the need to:*

#### ***Eliminate discrimination***

*Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.*

#### ***Advance equality of opportunity***

*Advance equality of opportunity between people who share a protected characteristic and those who do not.*

#### ***Foster good relations***

*Foster good relations between people who share a protected characteristic and those who do not.*

The school considers these duties when:

- Developing policies
- Reviewing curriculum provision
- Making strategic decisions
- Allocating resources
- Planning educational visits and enrichment opportunities
- Recruiting and supporting staff
- Supporting pupils and families

Compliance with the Equality Duty is embedded within school improvement planning and day-to-day practice.

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## **5. Our Catholic Ethos**

As a Catholic school, we recognise the dignity of every human person and seek to build a community rooted in:

- Human dignity
- Solidarity
- Justice
- Participation
- The common good
- Respect for diversity

Our commitment to equality reflects Gospel values and Catholic Social Teaching and is evident in all aspects of school life.

Whilst maintaining our Catholic character and values, we welcome and respect all members of our community regardless of faith, background or personal circumstances.

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## **6. How We Comply with the Public Sector Equality Duty**

### **Eliminating Discrimination**

The school:

- Has clear procedures for reporting discrimination, bullying and harassment.

- Investigates and records all prejudice-related incidents.
- Makes reasonable adjustments for disabled pupils, staff and visitors.
- Ensures recruitment, promotion and employment practices are fair and equitable.
- Provides regular safeguarding, equality and inclusion training for staff.
- Reviews policies to identify and remove discriminatory barriers.

### **Advancing Equality of Opportunity**

The school:

- Monitors attainment and progress data for different groups.
- Tracks attendance, behaviour and exclusion data.
- Identifies and addresses gaps in achievement.
- Provides targeted support for vulnerable groups.
- Promotes ambition and high expectations for all pupils.
- Ensures equal access to educational visits, extracurricular activities and leadership opportunities.
- Maintains and reviews accessibility arrangements for disabled pupils, staff and visitors.

### **Fostering Good Relations**

The school:

- Promotes mutual respect and understanding.
- Encourages pupils to value diversity and difference.
- Challenges stereotypes and prejudice.
- Celebrates different cultures, traditions and faiths.
- Provides opportunities for pupils to engage with the wider community.
- Promotes respectful discussion and dialogue.

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## **7. Admissions**

The school operates a fair and transparent admissions process in accordance with its published admissions arrangements and relevant legislation.

No child will be treated less favourably because of a protected characteristic.

*Reasonable adjustments will be made where necessary to support access to education.*

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## **8. Curriculum**

*Equality and inclusion underpin our curriculum.*

*Through Religious Education, Personal Development, Relationships Education, History, Geography, English and the wider curriculum, pupils are taught:*

- Respect for others*
- Human dignity*
- Diversity within modern Britain*
- Equality and inclusion*
- Responsible citizenship*
- Tolerance and understanding*

*Teaching materials and resources are selected to reflect modern society and avoid stereotypes.*

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## **9. Special Educational Needs and Disability**

*The school is committed to ensuring that disabled pupils and those with special educational needs can participate fully in school life.*

*The school will:*

- Make reasonable adjustments where required.*
- Remove barriers to participation.*
- Provide appropriate support and intervention.*
- Review accessibility regularly.*
- Work closely with parents and external agencies.*

*Accessibility arrangements are detailed within the school's Accessibility Plan.*

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## **10. Behaviour and Anti-Bullying**

*The school will not tolerate:*

- *Discrimination*
- *Harassment*
- *Victimisation*
- *Hate incidents*
- *Prejudice-related bullying*

*This includes incidents related to:*

- *Disability*
- *Race or ethnicity*
- *Religion or belief*
- *Sex*
- *Sexual orientation*
- *Gender reassignment*

*All incidents will be:*

- *Logged*
- *Investigated*
- *Addressed appropriately*
- *Monitored for patterns and trends*

*Where appropriate, restorative approaches will be used alongside sanctions.*

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## **11. Equality Information and Monitoring**

*The school gathers and analyses a range of information to monitor equality and inclusion.*

*This may include:*

- *Attainment and progress data*
- *Attendance data*
- *Persistent absence data*
- *Behaviour records*
- *Exclusion data*
- *SEND data*
- *Pupil premium data*
- *Participation rates in clubs and enrichment activities*

- *Prejudice-related incident reports*

*School leaders and governors review this information regularly to identify trends, reduce barriers and improve outcomes.*

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## **12. Equality Objectives 2026-2030**

*The Governing Body has agreed the following Equality Objectives:*

### **Objective 1**

*Continue to raise attainment and progress for all pupil groups, ensuring any emerging attainment gaps are identified and addressed promptly.*

### **Objective 2**

*Strengthen pupils' understanding of equality, diversity, inclusion and Catholic Social Teaching through the curriculum and wider school life.*

### **Objective 3**

*Ensure that all pupils, including disadvantaged pupils and those with SEND, participate fully in enrichment activities, educational visits and leadership opportunities.*

### **Objective 4**

*Develop staff knowledge and confidence in supporting pupils with protected characteristics through ongoing professional development.*

### **Objective 5**

*Monitor and reduce incidents of prejudice-related language and behaviour through proactive education, restorative practices and pupil leadership.*

*Progress against these objectives will be reviewed annually by governors.*

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## **13. Roles and Responsibilities**

### **Governing Body**

*The Governing Body will:*

- *Ensure compliance with the Equality Act 2010.*
- *Monitor implementation of this policy.*
- *Review equality objectives.*
- *Consider equality implications in strategic decision-making.*
- *Hold leaders accountable for ensuring equality of opportunity.*

### **Headteacher**

*The Headteacher will:*

- *Implement this policy.*
- *Promote an inclusive culture.*
- *Ensure staff receive appropriate training.*
- *Monitor equality information and trends.*
- *Address discrimination promptly and effectively.*

### **Staff**

*All staff will:*

- *Promote inclusion and respect.*
- *Challenge discriminatory language and behaviour.*
- *Maintain high expectations for all pupils.*
- *Support pupils according to need.*
- *Report and record equality concerns appropriately.*

### **Pupils**

*Pupils are expected to:*

- *Treat others with dignity and respect.*
- *Celebrate diversity.*
- *Report discrimination or bullying.*
- *Contribute positively to an inclusive school environment.*

### **Parents and Visitors**

*Parents, carers and visitors are expected to support the school's commitment to equality and inclusion.*

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#### **14. Equality in Employment**

*The school is committed to fair and equitable employment practices.*

*Employment decisions will be based on:*

- *Merit*
- *Skills*
- *Qualifications*
- *Experience*

*The school will not discriminate unlawfully in relation to:*

- *Recruitment*
- *Promotion*
- *Training*
- *Pay*
- *Working arrangements*
- *Professional development opportunities*

*Reasonable adjustments will be made where required.*

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#### **15. Accessibility**

*The school maintains an Accessibility Plan which is reviewed regularly and sets out how the school will:*

- *Increase participation in the curriculum for disabled pupils.*
- *Improve the physical environment.*
- *Improve access to information.*

*The Accessibility Plan is published separately.*

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#### **16. Monitoring and Review**

*The Governing Body will review this policy every three years or sooner where changes in legislation, guidance or school circumstances require.*

*The Headteacher will report annually to governors on:*

- *Progress towards equality objectives.*
  - *Equality monitoring information.*
  - *Prejudice-related incidents.*
  - *Actions taken to promote equality and inclusion.*
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#### **17. Publication**

*This policy will be:*

- *Published on the school website.*
  - *Made available to parents on request.*
  - *Shared with staff as part of induction and ongoing training.*
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*St Mary's Catholic Primary School is committed to ensuring that every child and adult is treated with dignity, fairness and respect, enabling all members of our community to flourish and achieve their God-given potential.*