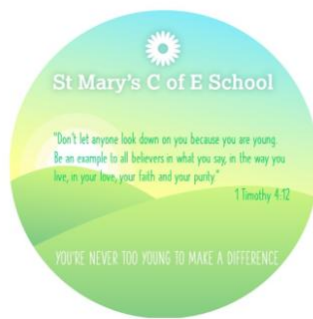




Public Sector Equality Duty – Equality Act 2010

Our Vision and Christian Distinctiveness

At St Mary's Church of England School, our vision is deeply rooted in our Christian faith and values. We believe that every person is uniquely created in the image of God and is therefore deserving of dignity, respect and love.

Our school vision:

"You are never too young to make a difference"
(1 Timothy 4:12)

underpins all that we do. It inspires us to nurture confident, compassionate and courageous learners who understand that their actions, words and attitudes can positively shape their community and the wider world.

As a Church of England school, we seek to:

- Welcome and value every individual
- Celebrate difference and diversity
- Challenge injustice and prejudice
- Enable all members of our community to flourish

Our Commitment to Equality

St Mary's Church of England School is committed to promoting equality, diversity and inclusion for all pupils, staff, parents and visitors.

We recognise our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty (PSED). In carrying out our duties, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Our Christian vision calls us to act with justice, kindness and humility, ensuring that no member of our school community is treated unfairly or excluded.

Protected Characteristics

Under the Equality Act 2010, the protected characteristics are:

- Age

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

How We Meet the Equality Duty

Pupil Outcomes and Wellbeing:

- Our school community includes pupils from a range of backgrounds, abilities and needs
- We monitor attainment, progress, attendance and behaviour to identify patterns and trends for different groups of pupils, including:
 - Pupils with Special Educational Needs and Disabilities (SEND)
 - Disadvantaged pupils
 - Pupils with English as an Additional Language (EAL)
- Where differences are identified, appropriate actions and targeted support are implemented to promote equity and inclusion

Curriculum and Learning:

- Our curriculum reflects our Christian vision and promotes respect, tolerance and understanding
- Equality and diversity are embedded through PSHE, RE, collective worship and wider curriculum opportunities
- Teaching resources are selected and reviewed to ensure they are inclusive, representative and free from stereotyping

Behaviour, Relationships and Safety:

- The school has clear policies on behaviour, anti-bullying and safeguarding
- All incidents of prejudice-related bullying or discrimination are taken seriously, recorded and addressed
- Pupils are taught how to express their views respectfully and how to report concerns, confident that they will be listened to

Staff and Leadership:

- Recruitment, professional development and promotion processes are fair, transparent and inclusive
- Staff receive appropriate training to support equality, inclusion and safeguarding

- Reasonable adjustments are made for staff and pupils with disabilities to ensure full participation in school life

Accessibility:

- The school has an Accessibility Plan which outlines how we improve access to:
 - The physical environment
 - The curriculum
 - Information for pupils, parents and visitors

Equality Objectives

Informed by our equality information and guided by our Christian vision, we have set the following Equality Objectives:

Objective 1

To continue to reduce differences in attainment and progress for vulnerable groups, including pupils with SEND and disadvantaged pupils, through high-quality teaching and targeted support.

Objective 2

To strengthen pupils' understanding of diversity and inclusion so that they are confident to respect others and challenge prejudice, in line with our vision that everyone can make a positive difference.

Objective 3

To ensure that all pupils feel safe, valued and included, and that any incidents of discrimination or prejudice are addressed promptly and effectively.

Progress towards these objectives is reviewed annually and informs school improvement planning.

Monitoring and Review

- Equality information is reviewed and updated annually
- Equality objectives are reviewed at least every four years
- This document is published in line with statutory requirements

Last reviewed: 29th January 2026

Next review: January 2027

Linked Policies

- Equality Policy
- Behaviour Policy
- Anti-Bullying Policy
- Accessibility Plan
- SEND Policy