

Welton St Mary's Church of England Primary Academy
Equality Information and Objectives
Public Sector Equality Duty (Updated March 2022)

'So, in Christ Jesus you are all children of God through faith, for all of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.' Galatians 3: 26-27

Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Welton St Mary's Church of England Primary Academy is an inclusive school where we focus on the well-being and progress of every child, member of staff and where all members of our school and wider community are of equal worth.

- We recognise and celebrate difference.
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- We want to ensure that every child in our care, and every member of our staff, is valued, respected, treated fairly and encouraged to fulfil their potential irrespective of their level of need, background or personal circumstances.
- To continue to provide positive, non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities so that the principles of fairness and equality are embedded across our entire curriculum, in acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not mean treating them all exactly the same.
- We recognise that for some pupils, and members of staff, extra support is needed to help them to achieve and be successful.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation
- We observe good equalities practice in staff recruitment, retention and development
- We have the highest expectations of all our children and staff.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

Equality Objectives

At Welton St Mary's Church of England Primary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To close gaps in attainment and achievement between students and all groups of students; all genders, students eligible for free-school meals, students with special educational needs and disabilities, looked after children

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parent and carer and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4: to promote cultural understanding and awareness of different religious beliefs and none within our school, local, national and global community .

Objective 5: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

Objective 6 : For all staff to undergo equality training in order to increase staff awareness of responsibilities under the Equality Act.

We will update our equality objectives every four years and will publish progress on them annually in our equality information. We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights.