



St Mary's RC Primary School  
Kirkley Cliff, Lowestoft, Suffolk NR33 0DG  
Executive Head Teacher: Priscilla Crane  
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**St Mary's Catholic Primary School**  
**Equality Information and Objectives - Information for school website**  
**Public Sector Equality Duty (Updated March 2019 to March 2023)**

(The following information should be read in conjunction with the [CMAT Equality & Diversity Policy](#))

### **Public Sector Equality Duty**

We welcome our duties under the Equality Act 2010 to publish information that demonstrates that we have due regard to the need to **eliminate discrimination, advance equality of opportunity** and **foster good relations** in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief and sexual identity.

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

St Mary's is an inclusive school. We value every member of the community within a caring and supportive environment and is deeply committed to the principles of equality.

We promote positive and respectful relationships and encourage everyone to actively contribute to ensuring equality of opportunity in all aspects of school life, by the daily living out of Gospel values.

Through our policies and practices we strive to eliminate all forms of discrimination that may prevent pupils or staff from achieving their full potential.

We believe that the Equality Act provides a framework to support our strong 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.

**Our approach to equality is guided by the following key principles:**



1. All learners and adults in our school community are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We consult and involve widely
7. Society as a whole should benefit
8. We base our policies and practices on sound information
9. Our objectives are measurable

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at St Mary's. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

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

**We eliminate discrimination by:**

- Adoption of the CMAT Equality & Diversity Policy and Action Plan
- Accessibility Plan
- Strict adherence to our Behaviour Policy that ensure that all children feel safe at school and any prejudicial bullying is swiftly addressed
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils, is broad and balanced and that it promotes respect for diversity and challenges negative stereotyping
- Reviewing PSHE (including SRE, physical activity and healthy eating) and impact of improvements made
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision



- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

**We advance equality of opportunity between people who share a protected characteristic and people who do not share it by:**

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Actively encourage all pupils to participate in all aspects of school life e.g. clubs, Minnie Vinnies, Student Council, Play Leaders and eliminate barriers to inclusion
- Listening to parents/carers
- Listening to pupils at all times
- Issues relating to protected characteristics are carefully considered when appointing staff, to ensure decisions are free from discrimination

**We foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it by:**

- Promoting an ethos of mutual trust and respect, where all are treated with dignity and stereotypes are challenged
- Ensuring that St Mary's is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.
- The Local Governing Body is representative of the community it serves

**Equality Objectives 2019-2023**

At St Mary's, 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 promote cultural development and understanding through a rich range of experience, both in and beyond the school.*

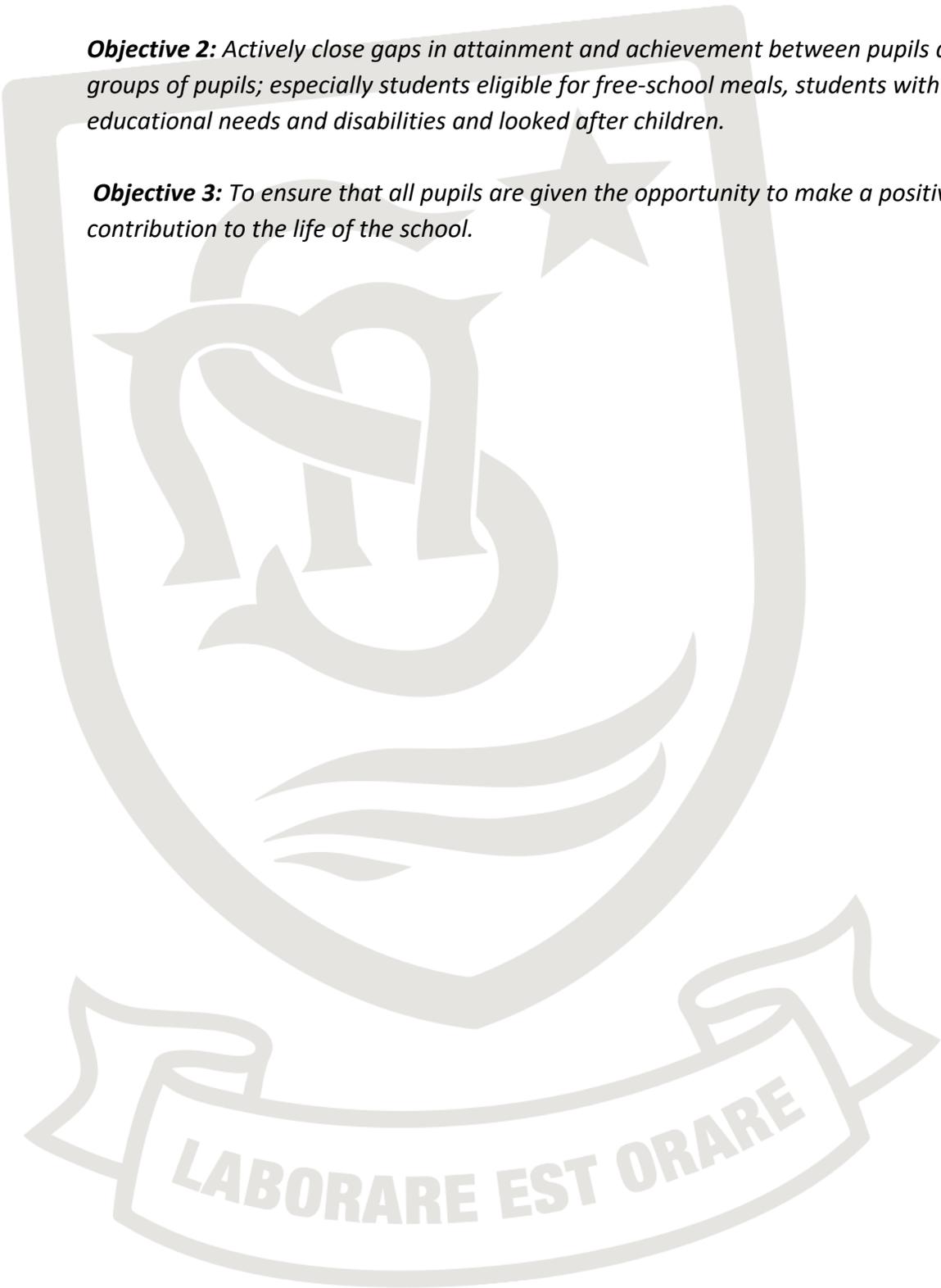


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**Objective 2:** Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.

**Objective 3:** To ensure that all pupils are given the opportunity to make a positive contribution to the life of the school.



## Equality Objectives for period March 2019 to March 2023

Objective	Which groups with protected characteristics will benefit	Actions and who will be involved	Timescale	Which general duty will it address?	How will we measure our success?
<p>To promote cultural development and understanding through a rich range of experience, both in and beyond the school.</p>	<p>Disability Gender Race Religion or belief Sexual orientation</p>	<p>Programme of visits to include places of worship and larger towns and cities  Programme of visitors organised for assemblies to share different faiths and cultures  SLT, RE leader</p>	<p>Visit and visitors programme set by Autumn 2019  Termly visitors</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Pupils across both schools will have a wider experience of a divergent society  Children understand that they are part of a multi-faith society and learn the values of other religions</p>
<p>Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.</p>	<p>Disability Gender Race</p>	<p>Modify provision in order to meet all children's needs and interests.  Introduce more specific interventions for Literacy and Numeracy</p>	<p>Ongoing – see SDIP</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>The gap between SEN pupils and non-SEN pupils will be narrowed.  The gap between disadvantaged pupils and non-disadvantaged pupils will be narrowed.</p>

## Equality Objectives for period March 2019 to March 2023

		<p>Improve parental engagement by coming into school and being part of the learning experience</p> <p>Class teachers, SLT, parents</p>			
<p>To ensure that all pupils are given the opportunity to make a positive contribution to the life of the school.</p>	<p>Disability</p> <p>Gender</p> <p>Race</p> <p>Religion or belief</p> <p>Sexual orientation</p>	<p>Introduce specific responsibilities for all year groups both in class and for the wider school.</p> <p>Class teachers, SLT, pupils</p>	<p>Class responsibilities agreed in Summer 2019 and implemented for Autumn 2019</p>	<p>Foster good relations between people who share a protected characteristic and those who do not.</p>	<p>All pupils able to access learning and environment.</p> <p>Pupils have a raised awareness of how to promote fairness, equality and good relationships.</p>