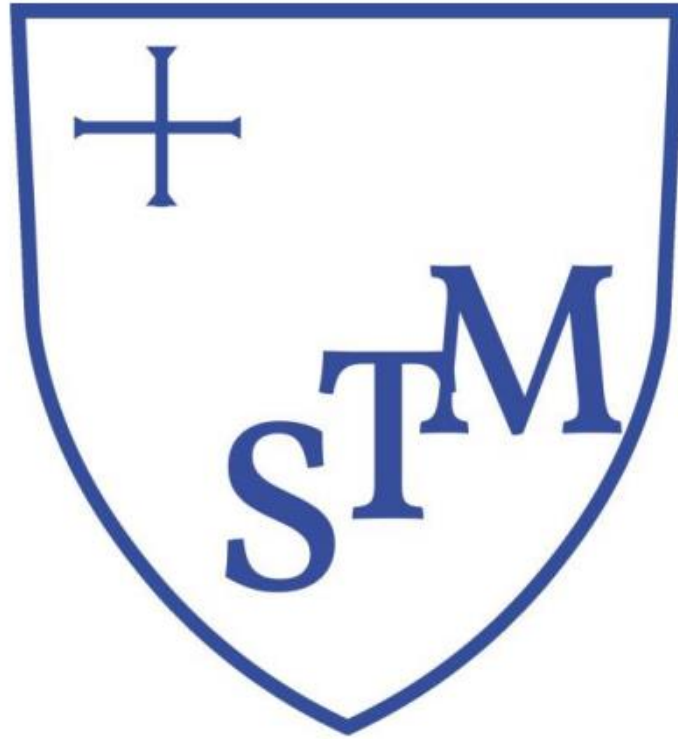


St Martin's C of E Primary School



Equality Information and Objectives Statement

January 2024
Review 2028

Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

St Martin's is an inclusive school, where we focus on the well-being and progress of each and every child and where all members of our community are of equal worth.

At St Martin's we aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Our Approach

At St Martin's we believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school.

This will be achieved by:

- Fostering positive attitudes and relationships and a shared sense of belonging and cohesion.
- Modelling and encouraging tolerance and respect within the school community.
- Promoting a sense of fairness within the school community.
- Developing an understanding of diversity and inclusion and the celebrating benefits it can have, knowing that everyone has a place and value within society.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's Christian values.
- Adopting an inclusive curriculum that is accessible to all.

- Encouraging compassion and open-mindedness, through spirituality and reflection.
- Challenging bias and stereotypes, calling it out in order to move the conversation forward.

We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes and understanding.

How we eliminate discrimination

- Our behaviour policy ensures that all children feel safe at school and addresses negative behaviour and bullying linked to prejudice.
- By reporting, responding and monitoring all incidents linked to the protected characteristics.
- Ensuring our curriculum meets the needs of all pupils and promotes respect for diversity and actively challenges stereotyping.
- By tracking the attainment and progress of all pupils, ensuring all make rapid progress, intervening if needed.
- Making sure all children are able to access extra-curricular activities.
- Listening to the views of our school community to evaluate the effectiveness of our policies and procedures.

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive of others, despite their differences.
- Compassionate
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

- Seek training if they need to improve their knowledge in a particular area.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Equality Information

Number of pupils on roll at the school: 247

Age of pupils: 3 to 11

Ethnicity	%
Any other Asian Background	1.6%
Any other Black Background	0.8%
Any other Ethnic group	3.2%
Any other mixed background	2%
Any other white background	6.9%
Bangladeshi	1.2%
Black – African	7.7%
Black – Caribbean	1.6%
Chinese	0.4%
Indian	22.7%
Pakistani	9.7%
White – British	34.4%
White – Irish	0.4%
White – Asian	1.2%
White and Black African	1.2%
White and Black Caribbean	5.2%

Gender	
Male	52.2%
Female	47.8%
FSM	19%
Pupil Premium	15.8%
SEN	17%
EAL	37.7%
LAC	0.4%

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

Equality Objectives

At St Martin's, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, sexual orientation, 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 further improve curriculum access for children with EAL, especially those new to the English language.

Objective 2 - to continue to closely monitor the attainment and progress of all groups of children, in order to act on any trends in the data.

Objective 3 - to monitor levels of pupil uptake in extra-curricular activities, ensuring that there is access for all.