Knowledge-rich, skills-led learning for all
Christ at our heart
Serving everyone in our community
Partnership of love, ambition, joy and peace

St. Michael Catholic Primary and Nursery School

Equality Information And Objectives (Statement For Publication)

I came so that you may have life, life in all its fullness" John 10:10

St Michael Catholic Primary School and Nursery is a Catholic family of faith following the teachings of Christ. We strive to create an environment where all members of our school community respect the values of: Church, Independence, Resilience, Caring, Learning and Enjoyment for all. Belief in these values will nurture all as individuals and instil in them the confidence to meet their full potential, providing them with the best grounding for their future place in an ever-changing world.

Policy Date	September 2026
Signed by Head Teacher	Mrs N Collins
Review Date	September 2027

1. Introduction

At St Michael Catholic Primary and Nursery School, we are committed to promoting equality, diversity and inclusion throughout all aspects of school life.

We believe that every member of our school community should be treated with dignity, respect and fairness and should have equal opportunities to participate, achieve and flourish.

As a Catholic school, we recognise that every person is created in the image and likeness of God and is therefore deserving of respect, compassion and opportunity.

We celebrate the diversity of our community and value the different experiences, backgrounds, cultures, languages and perspectives that enrich school life.

This statement sets out how we meet our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty.

---

2. Public Sector Equality Duty

In accordance with the Equality Act 2010, the school will 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.

These commitments apply to all aspects of school life including teaching, learning, curriculum design, employment, leadership, enrichment activities and wider school experiences.

---

3. Protected Characteristics

The Equality Act 2010 identifies the following protected characteristics:

• Age

• Disability

• Gender reassignment

• Marriage and civil partnership

• Pregnancy and maternity

• Race

• Religion or belief

• Sex

• Sexual orientation

At St Michael Catholic Primary and Nursery School, we are committed to ensuring all members of our community are treated fairly and respectfully regardless of any protected characteristic.

---

4. Our Commitment

The Governing Body, leaders and staff are committed to:

• Promoting equality, diversity and inclusion.

• Challenging discrimination, prejudice and stereotypes.

• Creating a culture of belonging.

• Promoting positive relationships and mutual respect.

• Ensuring high expectations for all pupils.

• Supporting pupils to achieve their full potential.

• Providing equal access to learning and wider opportunities.

• Supporting the wellbeing of all members of the school community.

• Encouraging pupils to become thoughtful, respectful and active citizens.

---

5. Equality Information

At St Michael Catholic Primary and Nursery School, we monitor a range of information to ensure equality of opportunity.

This includes:

• Pupil achievement and progress.

• Attendance.

• Behaviour and exclusion information.

• SEND data.

• Pupil Premium outcomes.

• Participation in clubs, visits and enrichment opportunities.

• Safeguarding information.

• Staff recruitment and retention.

• Parent and pupil voice.

Monitoring enables the school to identify strengths and areas for development and to address any barriers to achievement or participation.

---

6. Equality Objectives 2026-2030

Objective 1: Reduce barriers to achievement

To ensure that pupils from disadvantaged backgrounds, pupils with SEND and vulnerable pupils continue to make strong progress and achieve well across the curriculum.

Success indicators:

• Improved attainment and progress outcomes.

• Reduced achievement gaps.

• Increased curriculum participation.

Objective 2: Promote inclusion and belonging

To strengthen pupils' sense of belonging and inclusion within the school community.

Success indicators:

• Positive pupil voice outcomes.

• High levels of participation in wider school life.

• Strong attendance and engagement.

Objective 3: Celebrate diversity and representation

To further develop pupils' understanding and appreciation of diversity through the curriculum, collective worship and wider school experiences.

Success indicators:

• Diverse representation across curriculum subjects.

• Increased opportunities to explore different cultures, beliefs and perspectives.

• Positive attitudes towards diversity.

Objective 4: Support staff understanding of equality and inclusion

To ensure all staff receive ongoing professional development relating to equality, inclusion, diversity and anti-discriminatory practice.

Success indicators:

• Staff training completed.

• Increased staff confidence.

• Consistent inclusive practice across the school.

---

7. Equality in Teaching and Learning

Teaching and learning will:

• Promote equality of opportunity.

• Reflect the diversity of modern Britain and the wider world.

• Challenge stereotypes and prejudice.

• Encourage respectful discussion.

• Celebrate diversity.

• Promote British Values and Catholic Social Teaching.

• Ensure pupils feel represented within the curriculum.

We aim to provide every pupil with the opportunity to succeed and thrive.

---

8. Accessibility and Inclusion

The school is committed to ensuring that all pupils have access to a high-quality education.

We will:

• Make reasonable adjustments where required.

• Support pupils with SEND effectively.

• Remove barriers to learning wherever possible.

• Ensure educational visits and enrichment activities are inclusive.

• Promote participation in all aspects of school life.

The Accessibility Plan should be read alongside this statement.

---

9. Responsibilities

Governing Body

The Governing Body will:

• Monitor compliance with equality legislation.

• Review equality objectives.

• Hold leaders to account for improving outcomes.

• Promote equality, diversity and inclusion.

Headteacher and Senior Leaders

The Headteacher and Senior Leaders will:

• Lead on equality and inclusion.

• Monitor equality information.

• Address discrimination promptly.

• Promote positive relationships.

• Ensure staff receive appropriate training.

Staff

All staff will:

• Promote equality and inclusion.

• Act as positive role models.

• Challenge prejudice and discrimination.

• Support pupils fairly and consistently.

Pupils

Pupils are encouraged to:

• Treat others with respect.

• Celebrate diversity.

• Challenge discriminatory behaviour appropriately.

• Contribute positively to school life.

Parents and Carers

Parents and carers are encouraged to:

• Support the school's values.

• Promote respect and inclusion.

• Work in partnership with the school.

---

10. Monitoring and Review

This statement and the equality objectives will be reviewed regularly by the Governing Body and Senior Leadership Team.

Progress towards objectives will be monitored through:

- Data analysis.
- Pupil voice.
- Parent feedback.
- Staff feedback.
- Safeguarding information.
- Curriculum reviews.

This statement will be reviewed at least every four years, with objectives reviewed and updated as required.

Through our commitment to equality, diversity and inclusion, St Michael Catholic Primary and Nursery School seeks to ensure that every individual is respected, valued and empowered to flourish and experience life in all its fullness.