



Equality Statement and Objectives 2024-2028

At St Wilfrid's CE Primary School, we are committed to promoting equality of opportunity and eliminating discrimination in all aspects of school life. Our Christian ethos and values guide us to treat everyone with dignity, respect, and compassion. We recognise and celebrate diversity within our community and strive to create an inclusive environment where all pupils, staff, and families feel valued and supported.

This Equality Statement outlines our commitment to meeting the Public Sector Equality Duty (PSED) as outlined in the Equality Act 2010.

Our Commitment to Equality

Our Equality Statement

We are committed to ensuring that everyone at St Wilfrid's is treated fairly and with respect, regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic or national origins, colour, or nationality)
- Religion or belief
- Sex
- Sexual orientation

We are also committed to promoting equality for pupils from socio-economically disadvantaged backgrounds and ensuring that every child, regardless of their starting point, has the opportunity to achieve their full potential.

Our Aims

At St Wilfrid's CE Primary School, we aim to:

- Provide a safe and nurturing environment that promotes mutual respect and celebrates diversity.
- Deliver an inclusive curriculum that reflects the diverse backgrounds of our school community.
- Eliminate discrimination, harassment, and victimisation within the school community.
- Advance equality of opportunity by removing barriers to learning and addressing disadvantage.
- Foster good relations between all members of the school community by promoting tolerance, understanding, and respect for others.
- Ensure that our policies and practices are inclusive and promote equality for all.

Equality Objectives 2024-2025

To achieve our aims, we have set the following Equality Objectives for the 2024-2025 academic year:

Objective 1: Reduce the attainment gap between boys and girls and their peers.

We aim to narrow the attainment gap by providing targeted interventions, personalised learning opportunities, and pastoral support to ensure that all pupils can achieve their full potential.

Actions:

- Track and monitor the progress of boys and girls.
- Track and monitor the progress of disadvantaged pupils.
- Provide targeted academic and emotional wellbeing support through interventions.
- Ensure all staff receive training on strategies to support disadvantaged pupils.

Outcome:

A measurable reduction in the attainment gap for boys and girls including disadvantaged pupils.

Objective 2: Promote a culture of inclusion and respect for diversity through the curriculum and wider school activities.

We will ensure that our curriculum reflects the diversity of our community and the wider world, promoting equality and challenging stereotypes.

Actions:

- Review and enhance our curriculum to include diverse texts, role models, and learning experiences that promote equality.
- Organise school events and assemblies to celebrate cultural, religious, and historical diversity.
- Provide staff with training on unconscious bias and inclusive practices.
- Continue to reduce incidents of discriminatory behaviour and language in school to zero.
- Deliver PSHE and RHSE lessons that address discrimination, stereotypes, and respect for others. Continue to deliver AREP.
- Provide regular training for staff and pupils on identifying and challenging discriminatory behaviour.
- Ensure incidents are dealt with swiftly and effectively in line with our behaviour policy.

Outcome:

A school community that is more knowledgeable, respectful, and appreciative of diversity.

A safer and more inclusive school environment where all members of the community feel respected and valued.

Objective 3: Ensure that all pupils with SEND and other vulnerabilities have equal access to educational opportunities.

We aim to remove barriers to learning and participation for pupils with Special Educational Needs and Disabilities (SEND) and those with other vulnerabilities.

Actions:

- Regularly review and update our SEND provision to ensure it is meeting pupils' needs.
- Work closely with parents/carers to develop personalised learning plans.
- Ensure staff are well-trained to support pupils with a range of needs.

Outcome:

Increased participation, progress, and wellbeing for pupils with SEND and other vulnerabilities.

How We Promote Equality

We promote equality at St Wilfrid's CE Primary School by:

- Embedding equality into our curriculum, ensuring all pupils have the opportunity to see themselves reflected in what they learn.
- Providing ongoing staff training to ensure best practices are implemented in all areas of school life.
- Celebrating diversity through school events, assemblies, and displays.
- Ensuring that policies and procedures are reviewed to promote equality and eliminate discrimination.
- Engaging with families and the wider community to promote shared values of inclusion, respect, and tolerance.

Roles and Responsibilities

The Governing Body

The governing body is responsible for ensuring that the school complies with equality legislation and that this statement and the objectives are reviewed and updated annually.

The Headteacher

The headteacher is responsible for promoting equality and ensuring that all staff, pupils, and parents/carers understand and follow the equality objectives and policies.

Staff

All staff members are responsible for:

- Promoting equality through their teaching and interactions with pupils.
- Challenging discriminatory behaviour when it occurs.
- Modelling respectful and inclusive behaviour at all times.

Pupils

Pupils are expected to:

- Respect others, regardless of differences.
- Challenge discrimination and report any incidents to a trusted adult.
- Engage positively in activities that promote equality and diversity.

Monitoring and Review

The Equality Statement and Equality Objectives will be reviewed annually by the governing body. Progress towards the objectives will be shared with parents and carers through the school's website and newsletters.