



Ss Peter and Paul's Catholic Primary School

Equality Objectives 2023-24

As a public organisation, under The Equality Act 2010 we are required to;

- **Publish information to show compliance with the Equality Duty.**
- **Publish Equality Objectives which are specific and measurable.**

and 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.**

Our Equality Objectives are:

- 1. Provide an environment that welcomes, protects, and respects diverse people.**
- 2. Ensure that all students are given the opportunity to make a positive contribution to the life of the school.**
- 3. Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.**

- 4. Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.**
- 5. Promotion of cultural understanding and awareness of different religious beliefs, ethnicities, gender, and disability related issues.**
- 6. To promote mental health awareness and develop appropriate interventions where necessary.**
- 7. Continue to improve accessibility across the school site for pupils, staff, and visitors with disabilities**
- 8. To continue to develop positive social behaviours that enable all to feel included and safe.**
- 9. To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.**
- 10. To ensure all our stakeholders understand our inclusive ethos both for our local and wider community.**

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

Our approach to equality is based on the following key principles:

- 1. All learners 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 have the highest expectations of all our children

We ensure that our pupils are exposed to and taught about all protected characteristics through our curriculum. The objectives below are our priorities for the next academic year.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective	Rationale	Action/intervention	Progress	Outcomes
To increase awareness of different religious groups.	As a religious school, we pride ourselves on tolerance and respect of other faiths. We see it as vital to raise pupils' awareness of other faiths and aim to inspire them to celebrate the difference we have.	Continue to encourage a culture of inclusivity to all groups. To implement and deliver lessons on other faiths across year groups in RE. Increase exposure to other faith communities by organising visits to places of worship of other faiths and Christian denominations. Ensure significant religious festivals are marked across school. For instance, through	We will assess through book scrutinies (ensuring other faiths have been taught) and pupil voice.	Pupils will be able to articulate shared and different beliefs we as Christians hold to other faiths.

		celebration assemblies, cultural catering options and decoration.		
To increase awareness of different cultural groups.	Our school and local community is growing in diversity and we feel it is important that the experiences of our pupils reflect this.	Continue to encourage a culture of inclusivity to all groups To implement and deliver lessons on other faiths across year groups in RE. Language of the Term initiative. Continue from previous academic year. Pupils to present to peers.	We will assess through pupil voice and evidence collated in Year group floor books	Pupils will increase their awareness of different cultures within their local community.
To increase girls' participation in playing competitive sports.	As we further develop our PE curriculum and build upon excellent attendance in after-school clubs, we aim to ensure girls have as many opportunities as boys to play competitively.	Continue to encourage a culture of inclusivity to all groups.	Actual participation will evidence success of the outcome.	Girls to participate in the LKS2 and UKS2 Northumberland Catholic Cup in June 2024. Girls to participate in Premier League football tournament (November 2023) Girls to participate in the 7-a-side South Northumberland

				football league from October 2023.
To encourage pupils to consider non-stereotyped career options.	Careers Week	Continue to encourage a culture of inclusivity to all groups. Relaunch the 'This Pupil Can' campaign.	Pupil voice gathered after careers week will evidence impact.	Pupils will have an increased awareness of potential job and study roots ahead. Pupils will have a heightened sense of any job is available to them.
To improve attendance amongst SEND pupils.	Still above national, but an area of improvement in school.	Continue to encourage a culture of inclusivity to all groups.		Increased attendance. Fewer persistent absentees within this targeted grou[.
Develop and promote understanding of tolerance and respect for others through the promotion of British values.	Many British values such as democracy, respect and tolerance are hugely important in building a positive culture in school and wider society.	Continue to encourage a culture of inclusivity to all groups.		Pupils will be aware of the importance of living out British values. Particular focus on tolerance and respect – will be able to verbalise how we achieve this.
To further develop links with parents of SEND to improve engagement.	Building positive and productive partnerships with staff, parents and pupils is essential.	Continue to encourage a culture of inclusivity to all groups.		Parents of SEN pupils will contribute to formation of targets based on their perceived needs.

	Parents should be aware of their child's SEN targets and progress made towards these outcomes.			Parents will share their aspirations for their child.
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