



St Mary's C of E Primary School, Saffron Walden

Our motto/strapline is: 'Let your light shine... as you grow', (inspired by Matthew 5: 15-16)

Our vision is: 'We nurture our pupils to be the best they can be in every way - in an inclusive and supportive environment, rooted in Christian teachings.'

Equality Action Plan 2023 – 2026

Introduction

In line with the Equalities Act 2010, St Mary's - as a Public Body has had a requirement since April 2012 to publish Equality information and Objectives that demonstrates that we have due regard for the need to:

- Eliminate any unlawful discrimination, harassment, and 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.

St Mary's C of E (VA) School recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds, with different skills and abilities. The school will take positive steps to create an employment culture through its Governing Body, Senior Leadership Team other employees, workers and volunteers, in which adults and children can feel confident of being treated with fairness, dignity and respect, regardless of their individual differences. This commitment extends to the whole school community and others connected with it. British Values, alongside the School Values* are embedded within the culture and curriculum of St Mary's School and actively help to develop our pupils into responsible citizens.

St Mary's C of E School will uphold its obligations under law not to discriminate in any of its activities against pupils, potential pupils, their parents/carers, employees or applicants for employment and other service providers on the grounds of their disability, sex, sexual orientation, gender identity, gender reassignment, race (which includes colour, nationality and ethnic or national origins), religion, or belief, age, marriage and civil partnership, pregnancy and maternity. These are known as protected characteristics.

The school has in place a range of policies, procedures and practices that allow us to discharge our responsibilities under the Equality Act. The Governing Body regularly review these policies and they can be accessed via the school website under the section 'Key Information', then 'Policies'.

Note: specific policies which may be read in conjunction with this statement are Accessibility Plan; Anti-Bullying Policy; Behaviour & Relationships Policy; SEND Policy; Complaints Policy.

*Our School Values are: Compassion, Friendship, Perseverance, Respect, Trust and Truthfulness

Any enquiries or concerns regarding this statement of Equality Information and Objectives can be made to the Headteacher, Mr C Jarman (Headteacher), who is the Equality Champion within the school.

Equalities Objectives:

Equality Strand	Planned Outcomes	Planned Actions	By Whom	By When	Indicators/ How to measure
Key Objective One: To plan valuable opportunities within the curriculum for pupils to learn about the different faiths and culture within the local, national and global communities.					
Community Cohesion	Increase children's understanding of different religious celebrations.	Continue with whole school SMSC work and with exhibiting work through communal display and SMSC school portfolio. Showcase school's cultural work via school website, HTs newsletters & Class Updates	Teachers TAs HT & SLT	Ongoing	Pupil Perception surveys. Displays- quality of work exhibited. Log of school's community engagement on newsletters, Class Updates and website
Race Equality	Children have an ever-growing understanding of how different faiths worship and the diverse nature of our country. Children have an increasing awareness and understanding of different cultures in the community.	As above. Review and update RE curriculum map/link with SMSC work	Teachers TAs HT	Ongoing	Pupil Perceptions/ Conferences
Community Cohesion	Sustained charity involvement by the children.	Continue to develop pupil voice- School Council, Worship Council	School & Worship Council SLT & Subject Leaders	Ongoing	School's charity work undertaken by the pupils eg School Council and Worship Council
Key Objective Two: To close any attainment gaps between different groups.					
All	Tracking enables us to monitor progress and attainment of different groups. Any underperformance is tracked robustly. The gap is narrowed for equality groups.	Share data with staff and governors- focused sessions on analysing attainment for all groups of children. Timely reviews are undertaken to measure impact of provision/ interventions for all groups of pupils.	Headteacher SLT SENCO/ Inclusion Leader	Half-Termly	Data analysis indicates that the gap is narrowing between different groups.
All	Increase in pupils' participation, confidence and achievement levels.	Gain feedback from all pupils. Half termly progress and attainment reviews to be carried out by teachers and SLT.	Headteacher & SLT Class teachers	Termly Half-Termly	Reviews indicate that there is an increase in pupils' participation, confidence & achievement levels.

Key Objective Three: To provide appropriate support and resources to individual pupils who may experience barriers to learning and to provide support and guidance to individual parents if needed.

Gender/ Disability/ Race Equality	All children, but a particular focus on SEN, EAL and vulnerable children have greater involvement in all extra-curricular activities.	Review current engagement. Provide extra support/encouragement for SEN/ EAL/Vulnerable children to participate in extra-curricular activities. Identify and address any barriers. Participate in events, especially sporting ones that are specifically targeted for groups of pupils i.e. Disability/SEN	Headteacher & SLT SENCO	Termly	All groups of children are engaged in extra-curricular activities.
Race Equality	Children and parents for whom English is an additional language, can access the curriculum and school information.	Monitor parental engagement and address individual cases with additional support if needed.	Headteacher SENCO	Termly	All children and parents/ carers are fully supported in accessing the curriculum and school information.

Key Objective Four: To ensure equality permeates through our school vision, values and aims so that everyone shows respects for others and everyone feels valued and proud to be who they are.

All	All staff and Governors are aware of the Equality Statement and Plan, and understand their responsibilities. The plan is accessible to all via the school website. Promote equality by ensuring roles within the school are accessible to everyone.	Share Equality statement and action plan. Ensure racist/harassment incidents are logged and appropriate action is taken. Ensure staff know how to respond to racist/harassment incidents.	Headteacher	Annually	Equality permeates through all aspects of school life for all stakeholders.
Gender/Race /Equality/ Disability	As the school staff is predominately white, female and British, we need to ensure that any staffing vacancies or volunteer posts are open to all who meet the job's criteria.	Create and refer to equality checklist when recruiting.	Headteacher Admin Team	As and when needed	Recruitment adheres to equality checklists.
Gender Equality	To ensure that boys and girls feel equally represented and valued in all aspects of school life.	Gain feedback from boys and girls. Review boy/girl attendance at different curriculum events as well as positions of leadership/ responsibility and action any unequal representations if they occur.	Headteacher & SLT, Subject Leaders (where appropriate)	Termly	Both genders are equally represented and valued in all aspects of school life.

All	To ensure all parents and children feel that their views are heard. To continue to seek feedback from parents in order to ensure effective methods of communication are in place.	Continue to develop 'Pupil Voice' opportunities. Provide forums for parents/carers (eg SEND) and pupils to share views. HT to continue with 'open door' policy in school.	Headteacher	Ongoing	All views are listened to and considered when making school related decisions. Communication methods to be constantly reviewed.
Gender Equality	There will be more positive male role models in school.	Invite male role models into school to lead events/workshops.	Headteacher Curriculum Leads	Annual program me	Children are frequently exposed to male role models.