



Equality Objectives

School Mission Statement

St. Michael & St. Martin school follows the teaching of the Roman Catholic Church, in its daily life through celebration of the Liturgy and through following the values taught in the Gospel of Jesus, by:

Learning our faith.

Living our faith.

Loving our faith.

Thus the school recognises the dignity of every human person because s/he is a child of God, while fostering awareness of the world's poor. Equality of opportunity for every person is therefore paramount and precludes all forms of discrimination on grounds of colour, gender, race, social class or ability.

The school aims to nurture the spiritual, intellectual and physical growth of each pupil through a holistic approach, which takes due note of the needs of every child while, at the same time, striving for excellence in all aspects of education in a secure environment.

St. Michael & St. Martin School is a larger than average primary school with a Nursery, we have an intake from a broad variety of economic backgrounds and parental prosperity. The proportion of pupils entitled to the pupil premium is below the national picture. We have 52 pupils on the SEN register. The percentage of pupils from minority ethnic backgrounds is substantially higher than the national average of 29.7%. The languages spoken by most pupils are –Polish, Tagalog, Konkani, Malayalam.

Currently 79% of pupils speak a different language at home.

Pupil mobility is below average.

Meeting Our Public Sector Equality Duty

St Michael & St Martin Primary School has a strong Catholic ethos which is truly inclusive and actively celebrates diversity. We believe that all members of our community are of equal worth and we want this to be the experience of everyone. We demonstrate our commitment to this by prioritising the well-being and progress of every child in our school and by striving to ensure that all members of our community are treated fairly in all situations.

We believe that the Equality Act provides us with a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we tackle any issues of disadvantage and underachievement of different groups represented in the school as soon as we find any.

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

We do this by following 7 key principles:

- The school respects that all learners are unique, created in God's image and of equal value; whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, or faith background and whatever their sexual orientation. The school is committed to treat every person with equality of esteem and respect and dignity due to a child of God.
- The school recognises people of different identities and understands that diversity is a strength which should be valued, respected and celebrated by all those who learn, teach and visit the school. It takes account of differences and strives to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation.
- The school fosters positive Catholic attitudes and relationships. It actively promotes positive attitudes and mutual respect between groups and communities different from each other.
- The school fosters a shared sense of cohesion and belonging. It wants all members of the school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life. The school recognises that it is important to help pupils understand their own ethnic identity and cultural heritage as well as helping them to understand that of others, irrespective of whether the school serves or is located in an ethnically diverse community.

- The school observes good equalities practice for the staff. It ensures that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
- The school has the highest expectations of pupils. It expects that all pupils can make good progress and achieve to their highest potential. The school aims to prepare pupils to serve as witnesses to these moral and spiritual values in the wider world.
- The school works to raise standards for all pupils, but especially for the most vulnerable. It believes that improving the quality of education for the most vulnerable groups of pupils raises aspirations and standards across the whole school

How we chose our equality objectives

Having looked at our school's improvement priorities and carefully analysed pupil data, we have identified the following equality objectives which we want to achieve over the next 3 years. We have also taken into account national priorities that have been identified by OFSTED . We will measure our success in meeting the Public Service Equality Duties by the extent to which we achieve these objectives over the next 3 years and by how much outcomes improve for all priority groups within the school.

Our Equality Objectives for 2026-2029 are:

Objective 1 Pupils progress within the school's identified groups (for example, Free School Meals (FSM), Pupil Premium, English as an Additional Language (EAL), will continue to be in line with, and at times exceed, their peers, in Reading, Writing & Maths.

Objective 2 Increase participation by FSM, SEND, EAL pupils in after school clubs, extra-curricular activities (for example, instrumental tuition, choir) and other extended school provision.

Objective 3 Increase involvement and participation of girls in sports/P.E. by offering greater opportunities for girls to represent the school in competitions and tournaments.

Objective 4 Increase the representation of teachers from local Black and minority ethnic communities over a 4-year period (from this July to July in 4 years' time), so that this group increases from 0% to 10%+ of the teaching workforce.

Objective 5 Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

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Who is responsible?

All staff and Governors are responsible to ensure these objectives are met.

Agreed and Approved by Governing Body :

Remie Antao Chair of Governors

Date ; 07.10.26

Review Date : October 2027

Person Responsible : Nicola Duggan / Sabina Bell