

Equality Statement

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Equality Statement

St John's Cathedral Catholic Primary School

Date: March 2026

Review Date: March 2029

Our Mission

Our mission is to educate the whole child through the Gospel values of Christ. The children understand this as 'Loving to learn and learning to love.'

Recognising and celebrating that we are all unique yet all made in the image of God gives us a shared understanding of the diversity of cultures and needs that exist in our school and in the wider community, alongside a common belief that we are united as people of God.

Our Legal Duties

St John's Cathedral Catholic Primary School is committed to meeting its obligations under the Equality Act 2010. This includes our Public Sector Equality Duty (PSED) to 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
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Protected Characteristics

We are committed to eliminating discrimination and promoting equality of opportunity for all members of our school community in relation to the nine protected characteristics defined in the Equality Act 2010:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
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Our Commitment to Equality

For our pupils:

All pupils at St John's have an equal right to develop and achieve their potential. It is the right of every child, irrespective of their protected characteristics, to achieve their full potential. Each child should have access to an education which will enable them to utilise their God-given talents, find their greatness and achieve their full potential.

We will:

- Provide a curriculum that is balanced, broad-based and accessible to all pupils

- Develop children's knowledge and understanding of different beliefs, cultures and needs
- Create an atmosphere of trust and respect where children learn to respect and tolerate one another as children of God
- Ensure our teaching develops children to become sensitive to, and aware of, ways in which equality of opportunity is denied and how this might affect them in society
- Make reasonable adjustments for disabled children and children with special educational needs
- Continuously evaluate our school building and learning environments to ensure they are safely accessible to pupils with physical disabilities

For our staff and wider community:

We will:

- Treat all staff, volunteers, governors and visitors as individuals with their own abilities, challenges, attitudes, backgrounds and experiences
- Foster and facilitate a welcoming environment for all
- Establish an atmosphere within school which effectively reduces prejudice and raises self-esteem
- Ensure all members of our community can develop independence, freedom of choice and knowledge of their right to take on whatever roles they choose
- Provide equality of opportunity in recruitment, professional development and career progression

Curriculum and Learning

The National Curriculum entitles all pupils in our school to access a balanced and broad-based education. Our curriculum includes opportunities to develop understanding of:

- Different beliefs and cultures
- Our own Catholic faith and values
- Diversity within our school and wider community
- Equality and human rights
- How to challenge discrimination and prejudice

Wherever possible, the curriculum will develop children's knowledge and understanding of different beliefs, cultures and needs, while celebrating our shared humanity as children of God.

School Environment and Culture

At St John's we aim for an atmosphere of trust and respect among children as well as between teachers and the families at our school. Much of our Catholic ethos is about how we treat each other and how we learn to respect and tolerate one another as children of God, putting our faith into action as Christian citizens of the world.

It is the responsibility of all staff to create a welcoming environment for all children. Staff will endeavour to establish an atmosphere within school which effectively reduces prejudice and raises self-esteem, so that all children can develop independence, freedom of choice and a knowledge of their rights.

We will ensure that displays, resources and materials reflect the diversity of our school community and the wider world, and challenge stereotypes.

Roles and Responsibilities

The Governing Board is responsible for:

- Ensuring the school complies with equality legislation
- Monitoring the effectiveness of this statement and the school's equality objectives
- Ensuring equality issues are considered in all governing board decisions

The Headteacher is responsible for:

- Implementing this statement and the school's equality objectives

- Ensuring all staff understand their responsibilities under this statement
- Taking appropriate action in cases of discrimination, harassment or victimisation
- Reporting to governors on equality matters

All Staff are responsible for:

- Promoting equality and challenging discrimination in their day-to-day work
- Treating all members of the school community with respect
- Being role models for our children in all that we do
- Reporting concerns about discrimination to the headteacher

Parents and Carers are expected to:

- Support the school's commitment to equality
- Be role models for their children
- Raise any concerns about equality issues with the school

Pupils are expected to:

- Treat others with respect and kindness
- Challenge discrimination when they see it
- Report concerns to a trusted adult

As staff, governors and parents at St John's, it is essential to remember that in all that we do we are first and foremost, role models for our children.

Equality Objectives

We publish specific, measurable equality objectives which are reviewed at least every four years. These objectives are designed to address specific equality issues identified through our monitoring and evaluation processes.

Our current equality objectives are published on our school website and are reviewed regularly by the governing board.

Monitoring and Evaluation

We monitor equality through analysis of:

- Pupil progress and attainment data across different groups
- Behaviour and exclusion data
- Attendance data
- Participation in extra-curricular activities
- Staff recruitment, retention and progression data
- Stakeholder feedback from pupils, parents and staff

The headteacher reports annually to the governing board on:

- Progress towards our equality objectives
- Analysis of equality data
- Any equality issues or concerns that have arisen
- Actions taken to address equality matters

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. The Key Leaders

Communication and Accessibility

This equality statement is:

- Published on our school website
- Available in hard copy from the school office
- Available in alternative formats on request
- Communicated to all new staff as part of their induction
- Shared with parents through our school newsletter and website

Raising Concerns

We take all concerns about equality seriously. If you have a concern about discrimination, harassment or victimisation, please:

1. **Speak to the class teacher** (for concerns about pupils)
2. **Speak to the headteacher** (for more serious concerns or concerns about staff)
3. **Use our formal complaints procedure** if the matter is not resolved (available on our website and from the school office)

All concerns will be treated confidentially and investigated thoroughly.

Links to Other Policies

This equality statement should be read in conjunction with our:

- Behaviour Policy
 - Special Educational Needs and Disabilities (SEND) Policy
 - Accessibility Plan
 - Admissions Policy
 - Complaints Policy
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Review

This statement will be reviewed every three years, or sooner if there are changes to legislation or guidance. The next review date is March 2029.

Approved by the Governing Board: [Date]

Signed: [Chair of Governors]

Signed: [Headteacher]