



Equality Statement, Information and Objectives Policy

Committee Name:	Full Governing Body
Date of Approval:	Spring 2026
Date of Review:	Spring 2027
Person Responsible:	Headteacher/SENDCo

St. Matthew's C.E. Primary School Policy Statement on Equality and Community Cohesion.

"Go, shine in the world and live as Jesus lived." Matthew 5: 14-16

INTRODUCTION

St. Matthew's C.E. Primary School is committed to equality both as an employer and an educator of our children:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

Our mission statement identifies the importance that we place on valuing individuals and their individuality.

We are fully committed to offering all our children every possible opportunity to achieve their full potential and achieve the highest standards. This is achieved by taking into account their varied experiences and needs.

Our curriculum is therefore broad and balanced and we have high expectations of our children. Achievements, attitudes and well-being of all our children really matter to us. This policy is intended to ensure that our school promotes individuality in all children, irrespective of their ethnicity, religion, attainment, age, disability, gender, sexual orientation or background.

This policy is in accordance with the following legislation:

The Equality Act (2010): this replaced the Race Relations (Amendment) Act 2000;
The Disability Discrimination (Amendment) Acts 2002 & 2005 and the Sex discrimination Act 1975. The Children and Families Act (2014)

We recognise the importance of narrowing gaps in achievement which affect, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low-income households and pupils known to be eligible for free school meals
- pupils who are disabled
- pupils who have special educational needs
- boys in certain subjects, and girls in certain other subjects.

In addition, we have an Equality policy and trust equality objectives. Please ask for a copy if you would like to see it, or for more information please contact the School Office:

stmatthews_primary@warrington.gov.uk or 01925 730371

The Equality Act 2010 requires us to publish information that demonstrates 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.

AIMS

- We do not discriminate against anyone, whether they are staff, pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender, sexual orientation or background.
- We actively promote the ideals and principles of fairness and justice for all through the education that we provide within our school.
- We ensure that all children have equal access to the full range of educational opportunities offered and provided by school.
- We continually strive to eradicate any forms of indirect discrimination that may form barriers to learning for some groups.
- We ensure that all recruitment, employment, promotion and training systems are fair and provide opportunities to all.
- Personal prejudice and stereotypical views are challenged if they occur.
- Each child is valued and made to feel special. We celebrate individuality and cultural diversity and show respect for all minority groups.
- We recognise that prejudice and stereotyping are caused by poor self-image and ignorance. Therefore, through positive educational experiences and support for individual points of view; we aim to promote positive social attitudes and respect for all.

1. Racial Equality

In our school we will:

- Promote equality of opportunity
- Promote good relations between people of different racial and ethnic groups
- Promote equality of opportunity
- Provide the best education (it is the right of all children to receive this), with access to all educational activities organised by school. Racism or racist behaviour is not tolerated in any form. If a racist incident should occur, it will be dealt with immediately in accordance with school procedures (see Relationships and Behaviour Policy)
- Endeavour to make school welcoming to all minority groups through promoting an understanding and appreciation of diverse cultures through our wider curriculum and displays of this work within school.
- Have a curriculum that reflects the attitudes, values and respect that we have for minority ethnic groups.

2. Disability Equality

Some children in our school have disabilities. We are fully committed to meeting the needs of these children, as we are to all the children in our school. We fully meet the requirements of the Equality Act 2010 and the Children and Families Act 2014. All reasonable steps are taken to ensure that these children are not placed at a disadvantage compared to non-disabled children.

School is committed to providing an environment that allows disabled children to access all areas of learning. Teachers in our school modify teaching and learning as appropriate for children with disabilities e.g. they may give them extra time to complete work; modify teaching resources; adapt by offering alternative activities where manipulation of tools or equipment is required; or through adult support.

3. Gender Equality

We are committed to ensuring that all individuals and groups of children make the best progress possible.

4. Sexual Orientation (and gender reassignment)

As a school we are proud of the diversity of the population that we serve which enhances our lives and the whole education process: therefore, we commit fully to equal opportunities for all and seek to address and challenge all forms of prejudice, stereotyping, harassment, bullying and negative discrimination.

Whether parents/carers or children identify themselves as lesbian, gay, bisexual, transgender, heterosexual or other, we apply the same equal opportunity approach as we would to any other group. We act on any reported incidents immediately in accordance with our agreed anti-discriminatory practice.

If any child wishes to undergo gender reassignment, we recognise and acknowledge that the issues which will arise from this decision will need to be dealt with sensitively, following appropriate guidance. For advice and guidance on gender reassignment you can visit the following websites which will detail relevant information.

<https://mermaidsuk.org.uk/>

<https://www.nspcc.org.uk/keeping-children-safe/sex-relationships/gender-identity/>

We will make sure that all gay, lesbian or bi-sexual children, or children who have parents/carers who are gay, lesbian or bi-sexual, are not singled out in any way or given less favourable treatment than other children. In our curriculum there are opportunities to promote the equality of sexual preference, particularly in SMSC and PSHE. Teachers are aware of the statutory guidance on sex and relationship education and of their obligations and duties under the equality and human rights law. We have achieved the Rainbow Flag award.

The Role of the Governing Body

This policy statement has set out its commitment to equal opportunities with the full support of the Governing Body.

They will do all they can to ensure that all members of the school community are treated both fairly and equally. The governing Body collects, analyses and evaluates a range of school data. They check that all children are making the best possible progress and that no groups are under-achieving. They monitor admissions, attainment and progress, suspension, rewards and sanctions as well as parent and pupil questionnaires.

We ensure that people with disabilities are not discriminated against during the interview process for jobs at our school and take reasonable steps to ensure that the school environment accommodates people with disabilities. They welcome all successful applicants (whether they be adult or child) to join school, whatever their background or disability.

They monitor that no child is discriminated against whilst in our school on account of their sex, religion or race; ensuring that they all have full access to the curriculum and regulations regarding school uniform which will be applied equally to boys and girls.

If a child's religion has a bearing on school uniform, school will deal with each case sensitively and with respect for that child's cultural traditions.

The Role of the Headteacher (HT)

It is the Headteacher's role to implement this policy and s/he is supported by the Governing Body.

The HT has the responsibility of making sure that all staff are aware of this policy on equal opportunities and that they apply these guidelines fairly in all situations.

The HT actively promotes the principle of equal opportunity when overseeing the delivery and content of the curriculum and in providing opportunities for training.

The HT ensures that all interview panels give due regard to this policy so that no one is discriminated against.

The HT promotes respect for other people in all aspects of school life.

The HT views all incidents of unfair treatment and any racist incidents with due concern.

The Role of the Teacher

Class teachers do not knowingly discriminate against any child and ensure that all children are treated fairly and with respect.

They strive to provide classroom materials which exhibit positive images and which challenge stereotypical images of minority groups. When the teachers are choosing and designing schemes of work they make sure that they adhere to this policy, both in choice of topic and in how sensitive issues are approached e.g. Mary Seacole or Rosa Parks in History as examples of women who have made significant contributions to a country's history or in geography looking at the diversity of development in different parts of the world.

All members of the teaching team challenge incidents of prejudice or racism. Incidents are recorded electronically on CPOMS.

Monitoring and Review

It is the responsibility of the Governing Body and the HT to monitor the effectiveness of this policy.

They will do this by:

- Monitoring the progress of children from minority groups, comparing this with progress made by other children in the school
- Monitor the staff interview and appointment process, so that no one applying for a post at this school is discriminated against
- Take into serious consideration any complaints from parents/carers, staff or children regarding equal opportunity
- Monitor the school's relationships policy and the numbers of suspensions to make sure that pupils from minority groups are treated fairly

Our Equality Objectives

The Equality Act 2010 requires us to publish specific measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. 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.

Equality objective 1:

- To ensure all children identified with SEND have an individual support plan in place, upheld and reviewed by relevant members of staff, to promote the progress of the whole child.

Equality objective 2:

- To promote diversity, inclusion and tolerance across the school by working with partner agencies.

Equality objective 3:

- For all staff to be aware of NACE (National Association for Able Children in Education) principles in order to plan for, and provide, activities that will appropriately challenge ALL pupils.

We believe that publishing our equality information will make us transparent about the progress we are making on equality, and more accountable to parents and the local community.

For more information please contact:

School Office: stmatthews_primary@sch.warrington.gov.uk or 01925 730371