



'cherish everyone, flourish together, serve others'

"And now these three remain: faith, hope and love.

But the greatest of these is love."

1 Corinthians 13:13

EQUALITY STATEMENT AND OBJECTIVES

Policy Lead Committee:

Local Academy
Committee

In consultation with: Headteacher

Approved by:

Date: 18/09/2025

Policy Date: 18/09/2025

Review Date: Summer 2029

Review Frequency: Every four years



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1 Statement

- 1.1 At St Peter's Primary School we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of physical appearance, race, gender identity, disability, religion, ethnicity, academic ability, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.
- 1.2 We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.
- 1.3 We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.
- 1.4 As a Church of England School we identify Christian values that underpin the whole of our community. These values inform our school's vision, aims and ethos, the design of our curriculum, all policies and statement, planning and the school's management and governance. The values that relate particularly to this statement are friendship, hope, thankfulness and respect.

2.0 Equality in Teaching and learning

- 2.1 We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:
 - 2.1.1 Ensuring equality of access for all pupils and preparing them for life in a diverse society.
 - 2.1.2 Using materials that reflect the diversity of the school, population and local community without stereotyping.
 - 2.1.3 Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
 - 2.1.4 Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
 - 2.1.5 Seeking to involve all parents in supporting their child's education.
 - 2.1.6 Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.



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3.0 Equality in Admissions and Exclusions

- 3.1 Our admissions arrangements are fair and transparent and do not discriminate on the grounds of physical appearance, race, gender identity, disability, religion, ethnicity, academic ability, sexual orientation, age or socio-economic background.
- 3.2 Exclusion decisions are made fairly and consistently, in line with guidance, and without discrimination on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

4.0 Equal Opportunities for Staff

- 4.1 All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

5.0 Equality Objectives 2025- 2029

- 5.1 The Governing Board have set the following Equality Objectives for the four academic years commencing September 2025. These will be monitored by the Governing Board regularly.

Objective 1:

We aim to ensure that all pupils make progress, including those from vulnerable groups, so that the progress of pupils who face disadvantage and those with special educational needs is improving in line with that of their peers with similar starting points, and the gaps between them are narrowing.

Objective 2:

To deliver a curriculum (including extra-curricular activities) that actively promotes social justice ensuring all children are able to become successful adults in terms of being able to gain employment, live healthy lifestyles, be spiritually aware, be moral citizens and have the confidence take opportunities to extend their horizons.

Objective 3:

To deliver a curriculum that celebrates diversity.

Objective 4:

To ensure the school environment is as accessible as possible to pupils, staff and visitors to the school.

This policy is available on the school website: [Policies | Newnham St. Peter's \(newhamstpetersschool.org.uk\)](https://www.newhamstpetersschool.org.uk). Paper copies are available on request from the School Office