



St Joseph's Catholic Primary School

Equality Objectives

Mission Statement

Following in the footsteps of Jesus; we live, love and learn.

Inclusion Statement

In this school, we are educating our children to:

- know who they are - a special and unique gift from God
- know why they are here - we all have a purpose and responsibility to look after God's world
- work hard and aim high for their future - find and use their God given talents to become everything that God intends them to be

We are a Catholic community, in a modern society, where everyone is equal. As a Catholic School, we strive to reflect the teachings of Christ and live out the Gospel Values in everything that we do. The most loving and merciful Jesus Christ is our role model, and He welcomed everyone. All children are welcome in our school; they and their families become part of our St. Joseph's family. We will love and nurture them, and do our best to help them to become everything that God intends them to be.

At St Joseph's Catholic Primary School our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

Adopted by Governors	
Date	September 2025
Review Date	September 2026

(signed on hard copy)

Equality Objectives 2026

The protected characteristics which will inform our objectives are:

- Race
- Religion or belief
- Gender

Objective

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity

1. Background evidence

Why have we chosen this objective?

St Joseph's Catholic Primary School is 77% White British; we have a growing number of children for whom English is an additional language. As a Lancashire School of Sanctuary, we are recognised for our work in welcoming Asylum Seeker and Refugee families, who bring so much to our school family. However, without direct action our children may go through their Primary school years with a very narrow view on what it means to be a British Citizen.

2. Procedure

What in practice are we actually going to do?

Background

As a Catholic school the children are educated within the Catholic faith. The children follow the National Curriculum for all subjects other than Religious Education, which is taught through the 'Come and See' scheme of work made available through Liverpool Archdiocese.

Through the 'Come and See' scheme, assemblies and other areas of the curriculum such as English, children will learn about other cultures and faiths.

Aim

We want our children to have greater knowledge of other culture and religions and expand their world-view.

We want our children to 'experience' other culture and meet people of different faiths and cultures both in our school and in other places of worship

We want our children to recognise that understanding and knowledge of other world views can ultimately lead to greater tolerance and cohesion.

What we will do

We have devised a coherent plan which will complement the children's work in Come and See to ensure that children learn about and experience other cultures and points of view in a structured way throughout the school year.

We will present lessons/assemblies and experiences within the context of our Catholic and British values so as to underline their importance.

We will work with the Interfaith Forum to enable us to access visits to school and visits to places of worship in order to broaden our children's knowledge and understanding of other faiths and cultures.

Children will learn about 4 influential figures over the course of the year, all of whom come from different cultures and ethnic backgrounds to themselves. They will learn how their beliefs and their legacies have led to changes in the world in which we live. The 4 key people will be: **Oscar Romero, Rosa Parks, Nelson Mandela and Emmeline Pankhurst**. All four individuals are synonymous with standing up to prejudice and discrimination.

The children will be exposed to a variety of texts and stories, suitable for their age group, which celebrate difference, diversity and other cultures.

3. Responsibility

The responsibility for carrying out the aims lies with the Headteacher.

The Headteacher will report progress to the Governing Body.

4. Measurable success indicators

The plan will have been a success if:

- The children can talk with confidence and knowledge about other faiths, customs and places of worship.
- The children can talk about the impact Oscar Romero, Rosa Parks, Nelson Mandela and Emmeline Pankhurst have had upon the world in which we live.

5. Timings

The objectives set out above are detailed within the School Improvement plan and will be carried out over the course of the 2025-26 academic year.

6. Expense

Additional resources such as a rich variety of books which celebrate diversity and difference, to be used across the school (£350 spent in November 2023)

Interfaith Forum membership (£650)

Annual visit from Chris Lubbe, Nelson Mandela's bodyguard, who speaks with our pupils about his experiences of Apartheid (£600).

Refugee Week resources and speakers. (£200)

7. Resistance

We know that some parents may take a number of opposing views:

This is a Catholic School – why are they teaching the children about other faiths?

Our response: As part of our Catholic faith it is our responsibility to be inclusive of all. This is implicit within the Gospel message and therefore as we are faithful to the Catholic teaching it is imperative that our children have a good knowledge of other faiths and cultures. We are not diluting our Catholic faith or the education children receive, rather we are enhancing it and making it richer.

8. Problems

We continue to plan carefully as we build a number of good contacts and close working relationships.

9. Learning from others

We are taking advice from Lancashire Local Authority as we progress through the plan.

10. Engagement

The plan has been developed after a thorough school self-evaluation and in consultation with our staff and the Governing body.