

How is St Mary's Complying with the Public Sector Equality Duty?

Eliminating discrimination and other conduct that is prohibited by the Act

The importance of avoiding discrimination is expressly noted in policies for example in the Behaviour Policy, the Anti-Bullying policy and in pay and recruitment policies.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

School encourages both boys and girls to be involved in a full range of activities and clubs. For example both boys and girls can access football and netball clubs and participate in teams to represent the school. Examples of this can be found in the school newsletter.

School studies attainment data annually to identify groups (for example boys, girls, children with special educational needs and or disabilities) to put support in place for any group who may be falling behind their peers. In recent years, children with special educational needs and/ or disabilities attained less well in comparison to their peers in the phonics screening check in Y1 and Y2. Following school improvement priority work in phonics, children are receiving much more tailored support to achieve success in acquiring those foundational reading skills.

Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it

Our mission at St Mary's is: *With Christ, we live, love, learn and grow*. In pursuing this mission, we aim:

- to be a we aim to be a loving and welcoming Christian family
- to enable all to achieve their full potential
- to be a caring community

In following that mission promoting good relations between people and groups of all kinds is inherent in many things which we do.

It is shown through aspects of the curriculum including *RE* and *PSHE* which promote Christian and British values such as tolerance and friendship, or which share understanding of a range of religions or cultures. It is shown in the Behaviour and Anti-Bullying policies. It is addressed in assemblies dealing with a range of relevant issues e.g. disability, Judaism and so on.

P Smyth

December 2025