



Public Equality Statement - 2024/25

Mission Statement:

St. Matthew's C.E. Primary School and Nursery is dedicated to providing an education which enables every child to fulfil their best potential. It seeks to promote academic, emotional and spiritual growth in a Christian environment, welcoming children drawn from diverse cultures.

Vision Statement:

Inspired by Jesus' words (Matthew 5: 1-12), we strive to promote academic, emotional and spiritual growth in a Christian environment for all members of our school family. We can all **'Be blessed by God, be happy and aspire to be...'**

Policy Statement

In accordance with the Mission and Vision Statements of St Matthew's, we will ensure:

- equal human rights are respected for all
- our pupils are educated regarding equality

We will assess our current school practices and implement all necessary resulting actions in relation to age (as an employer), disability, sex, gender reassignment, race, pregnancy and maternity, religion or belief and sexual orientation.

Statutory Requirements

The equality objectives address our duties under current equality legislation, up to and including the Equality Act 2010.

Responsibilities

The Multi Academy Trust are responsible for:

- making sure the school complies with the relevant equality legislation
- monitoring progress towards the equality objectives and reporting annually

The Headteacher is responsible for:

- drawing up, publishing and implementing the school's equality objectives
- making sure steps are taken to address the school's stated equality objectives
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents
- enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school

All staff are responsible for:

- promoting equality in their work
- avoiding unlawful discrimination against anyone
- fostering good relations between groups
- dealing with prejudice-related incidents and reporting any concerns
- being able to recognise bias and stereotyping
- taking up training and learning opportunities

It is against the law to discriminate against someone because of:

- Age - [Age discrimination | EHRC](#)
- Disability - [Disability discrimination | EHRC](#)
- Gender reassignment - [Gender reassignment discrimination | EHRC](#)
- Marriage and civil partnership - [Marriage and civil partnership discrimination | EHRC](#)
- Pregnancy and maternity - [Pregnancy and maternity discrimination | EHRC](#)
- Race - [Race discrimination | EHRC](#)
- Religion or belief - [Religion or belief discrimination | EHRC](#)
- Sex - [Sex discrimination | EHRC](#)
- Sexual orientation - [Sexual orientation discrimination | EHRC](#)

These are called protected characteristics.

All employees and pupils are protected under the Equality Act 2010 from these types of discrimination.

More information can be found here: [Public Sector Equality Duty: guidance for public authorities - GOV.UK](#)

Mark Mackley (Headteacher) is responsible for the overall monitoring and recording of prejudice-related incidents against any of the protected characteristics.

In 2024/25 we aim to:

- Implement the 'My Happy Mind' programme across school for our children to understand mental health and to develop improved levels of resilience.
- Further promote racial awareness through initiatives such as Black History Month and our curriculum offer.