



Equality Information

Under the public sector equality duty (PSED), all schools must have due regard to the need to eliminate discrimination, harassment victimisation, and any other conduct prohibited by the Equality Act 2010; to advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it and to foster good relations across all protected characteristics. This means schools must take into account equality considerations when policies are being developed, adopted, and implemented. We regularly review all policies and procedures which are recommended to schools to ensure compliance with education and employment legislation including the Equality Act 2010.

St Anne's is proud to be a fully inclusive school where everyone is welcome and encouraged to be the best they can be. We are committed to promoting equality and diversity for all our pupils, parents, and staff. We make sure that we consider equality and the possible implications for all pupils, especially those with protected characteristics. We expect all members of our community and everyone who enters our school to behave in a way that respects the protected characteristics of the Equality Act 2010

Equality Statement at St Anne's RC Primary

St Anne's RC Primary School acknowledges and welcomes diversity among pupils, staff, governors and visitors. Our Equality Policy outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes, so that there is equality of access and the diversity within the school community is celebrated and valued.

In doing so, we fulfil Jesus' commandment:

"Love your neighbour as yourself"

Mark 12:31

This basic equality between all human beings has always been fundamental to Catholic belief and teaching. We believe that diversity enriches our lives and it is to be valued. Our aim is to develop our culture of inclusion and diversity, in which all those connected to the school feel proud of their identity and able to participate fully in school life.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At St Anne's, nobody will face discrimination on the basis of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). We promote the principles of fairness and justice for all through the education that we provide in our school. We guard against discrimination through the positive promotion of equality; making reasonable adjustments and by challenging negative stereotypes, all within an environment which champions respect for all.

Our Aims

To promote and develop understanding of different cultures through a rich range of experience, both in and beyond the school.

To promote positive understanding of people with disabilities and those with hidden disabilities, and defend and champion those facing discrimination.

To ensure that pupils, parents and staff understand an accurate definition of bullying and ensure that school processes and procedures are effective in preventing it and tackling it should any form of bullying occur.

To allow equal access to information for all parents.

To ensure that the difference in attainment between those with SEND and those without, is diminished.

To ensure that the difference in attainment between those with EAL and those without, is diminished.

To forward plan and make reasonable adjustments to ensure that those with a disability can access the site and the curriculum effectively (see our accessibility plan)