

# **St Mary's Catholic Primary School**

## **Specific and measurable Equality objectives**

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### **Introductory notes**

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We are therefore committed to promoting:

- **The uniqueness of the individual**

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

- **The search for excellence**

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

- **The education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life of working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

- **Closing the gap**

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who socially, academically, physically or emotionally disadvantaged.

- **Moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

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## **Narrowing gaps in attainment or involvement**

1. To narrow the gaps in maths at KS1 and KS2 between boys and girls, and between less able pupils and other pupils.
2. To narrow the gap in attendance rates between targeted children (those with less than 90% attendance moving towards those with less than 95%) and other children throughout the school.
3. To narrow the gaps in English between EAL children and other children at key stage 1 & 2.
4. To narrow the gap in participation in the public life of the school and in after school activities between SEN pupils and other pupils.

## **Fostering good relations**

1. To promote and enhance a culture of intolerance towards prejudice-related bullying, hostility and suspicion, particularly in relation to homophobia and race, and hostile attitudes and behaviour towards people who are disabled.
2. To promote and enhance community cohesion and a sense of shared belonging in the school, and in the school's neighbourhood.
3. To promote spiritual, moral, social and cultural development through the whole curriculum, with particular reference to issues of equality and diversity.