



This document should be read in the light of:

Our Mission Statement: "Learning to live by faith and be known by love".

Our Vision:

'We are all unique, but one in Christ. Therefore, we aim for our children to know their faith and value themselves and one another as unique children of God. As a community, we strive to reflect Christ's love as we learn together.

We foster a safe, vibrant and stimulating learning environment where all feel welcome, and we promote independence and responsibility by caring for our school, the wider community and all of God's creation. St. Martin's staff bring the world to the children and the children to the world through a wide range of engaging and inspiring learning experiences. We aim to ignite children's curiosity and passion for life-long learning and create an environment where everyone feels valued and their voices can be heard. Children are encouraged to develop the personal skills they need to be effective learners. All members of the community work to create a culture of excellence where everyone is inspired to be the best that they can be, the whole child is nurtured and all achievements are celebrated. We encourage each child to recognise and respond to God's purpose for them.'

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share one.
- Foster good relations between people who share a protected characteristic and people who do not share one.

St Martin's is a Catholic school in which all action and interaction is rooted in the Gospel values. We are an inclusive community wherein the wellbeing and progress of every child is prioritised and where all members of our community are seen as having equal worth. We believe that the Equality Act provides a framework that supports our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and any underachievement of groups.

Our approach to equality is based on the following key principles:

1. God teaches us that all people – pupils and adults - are of equal value.
2. We recognise and respect difference as everyone is created by God.
3. We foster positive attitudes and relationships as well as a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics. We also gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils eligible for Pupil Premium grants (PP)
- Pupils with Special Educational Needs (SEND)
- Pupils with English as an Additional Language (EAL)
- Looked after children

Eliminating discrimination and other conduct that is prohibited by the Act

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by means of:

- Our Behaviour and Anti-Bullying Policies. The procedures and practices defined herein ensure that all children feel safe at school and that prejudicial bullying is addressed.
- Reporting, responding to and monitoring all racist incidents.
- Regularly monitoring the curriculum to ensure that it meets the needs of our pupils, that it promotes respect for diversity and that it challenges negative stereotyping.
- Ensuring (via monitoring) that teaching is of the highest quality to ensure that all children reach their potential and all are given equal entitlement to success.
- Tracking pupil progress (including collecting and analysing groups data – Boys/Girls, PP/Not PP, SEN/No SEN, EAL/Not EAL) to ensure that all children make rapid progress and intervening when necessary.
- Ensuring that all pupils have the opportunity to access extra-curricular provision.
- Listening to and monitoring the views and experiences of pupils, parents and staff in order to evaluate the effectiveness of our policies and procedures.
- Creating an accessibility plan with actions addressed to improve equality of access to information, the curriculum, extra-curricular activities and the school site.

We advance equality of opportunity by:

- Using the information, we gather to identify any underachieving groups or individuals and to plan targeted intervention.

- Ensuring participation of a broad spectrum of pupils, parents/carers and staff in school development.
- Listening to parents/carers.
- Listening to pupils at all times.

We foster good relations by:

- Ensuring that St Martin's is seen as a community school within our local parish.
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At St Martin's, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, we have set the following objectives:

Objective 1: The school will strive to ensure that children from all groups continue to make progress at least in line with their peers in order to meet or exceed national expectations in English and Mathematics.

Why we have chosen this objective: to enable all different groups of children to make significant academic progress and attain to the highest of their ability

To achieve this objective, we plan to: Monitor the progress of all pupils termly – planning and implementing appropriate support (and reasonable adjustments) where needed.

Objective 2: To celebrate cultural diversity through our curriculum.

Why we have chosen this objective: We are a diverse community and we want our pupils to develop a deeper understanding of different cultures and to respect any differences.

To achieve this objective, we plan to: Develop a deeper understanding of different cultures through our curriculum. This will include studying different religions as a part of R.E. lessons, exploring stories from around the World in Literacy and finding out about different countries as a part of Geography and History topics. We aim to celebrate different cultures through our International Fayre enjoying and sharing food from around the world, music from different countries, dance and cultural traditions.

Objective 3: Our school aims to be an inclusive school. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils or staff, or groups of pupils. This means that equality of opportunity must be a reality for all pupils and staff, which includes those with disabilities (including hidden disabilities). Physical or mental impairments can include sensory impairments and learning difficulties. The definition also covers certain medical conditions when they have a long term and substantial effect on peoples' everyday lives. Disability is not the same as special educational needs; not all children who are defined as having a disability have special educational needs, and vice versa.

Why we have chosen this objective: The Church teaches that all individuals are made in the image of God and are of equal value in the sight of God. Pupils and staff with disabilities should therefore have the same opportunities as non-disabled pupils and staff.

To achieve this objective, we plan to: Ensure that a pupil or staff member with a disability are not treated less favourably than others because of the nature of his or her disability. We will make all reasonable adjustments to ensure that a pupil or staff member with disabilities is not placed at a disadvantage. We will do our best to anticipate the needs of a pupil or staff member with disabilities before he or she joins the school. Leaders and teachers will ensure that learning resources, the environment and teaching reflect the humanity of those with disabilities.