



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:

Equality Objectives

Equality Objective	Why we have chosen this objective	To achieve this objective we plan to	Progress we are making
To ensure that every child is valued, respected and supported equally.	As a Catholic school, we are committed to celebrating the uniqueness of every child. It is essential that all pupils recognise, value and respect difference so that our school community remains inclusive, welcoming and fair. Monitoring equality in outcomes helps us identify any emerging gaps and ensure that all children are supported to flourish.	• Monitor and analyse pupil achievement and attendance data by disadvantage, race/ethnicity, gender, SEND and disability. • Identify patterns, trends or concerns and put targeted support, intervention or provision in place. • Review the impact of interventions regularly to ensure they are improving outcomes for specific groups. • Ensure findings are discussed at Senior Leadership Team (SLT) level and shared with Governors through termly Headteacher reports and annual equality reviews. • Continue to promote an inclusive curriculum and diverse representation in	

		resources, displays and learning materials.	
To ensure that our core values and virtues underpin all aspects of school life, guiding everything we do, and that our curriculum promotes an inclusive culture where diversity is recognised, respected, celebrated and understood as one of the school's key strengths.	Our mission is to create a community where every child, family and member of staff is valued. Celebrating diversity enriches our school culture and supports pupils in becoming respectful, compassionate and responsible citizens. Embedding our values and virtues throughout daily practice ensures that inclusion is lived, not just spoken.	• Ensure governors, staff, pupils and families have a shared understanding of our Catholic values and virtues, and how these guide behaviour, attitudes and decision-making. • Further strengthen the PSHE/RSHE curriculum so that it explicitly promotes inclusion, equality, respect and appreciation of difference. • Provide opportunities through assemblies, worship, curriculum content and wider-school events to celebrate diversity across the school community. • Continue professional development to support staff in delivering an inclusive curriculum and modelling our values. • Capture pupil voice to monitor how well children understand and experience inclusion in school life.	Objectives presented to governors in Autumn 2025 FGB

To ensure pupils are prepared for life in modern Britain and the next stage of their learning.	Preparing children for their future lives is a core part of our mission. To thrive in modern Britain, pupils need opportunities to develop confidence, independence and a sense of responsibility. By increasing leadership roles and encouraging active participation in school life—such as through class ambassador roles, class assemblies, fundraising and other opportunities—we enable all pupils to make a positive contribution. Expanding the range of positions of responsibility ensures that every child has the chance to develop the skills needed to contribute positively to society	• Ensure all pupils have opportunities to make a positive contribution to school life, for example through: • Head Boy and Head Girl roles • Class Ambassadors • Mini Vinnies (Catholic charity action group) • Leading and participating in class assemblies • Involvement in fundraising and charity events • Other roles including worship leaders, librarians, sports leaders, digital leaders and additional pupil responsibilities Increase the range and visibility of pupil leadership roles across the school. Embed British Values and our Catholic virtues throughout the curriculum and wider school life. Provide inclusive, accessible opportunities so that pupils from all backgrounds and abilities can participate meaningfully.	More opportunities are available for children to support the work and life of the school.
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