

# St. Mary's

Church of England (VA) Primary School



## Equalities Statement

<b>Author:</b>	Headteacher
<b>Date:</b>	January 2019
<b>Review Date:</b>	January 2020
<b>Ratified by:</b>	<b>Date:</b>

St. Mary's Church of England (VA) Primary School is committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. The principle of equal opportunities for all is rooted in our strong Christian values.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At St. Mary's Church of England (VA) Primary School, we believe diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

### **Equality of Teaching and Learning**

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils

### **Equality in Admissions and Exclusions**

Our admission arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, sexual orientation belief, disability and/socio-economic background

### **Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community. The school has a full and separate Equality Policy. Please consult this for further details

This is an annual statement made on behalf of the Governing Body by the Headteacher.

***Mrs Emma Edwards***  
**Headteacher**

January 2019