



**St. Anne's R.C. Primary School**

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*Headteacher: Mr. A. Pierce*

# Equality Duty And Objectives Statement



Reviewed by: A. Pierce

Date for review: September 2026

Signed ..... Chair of Governors

Date .....

## Mission Statement

As a Catholic community, we value every single member as a unique creation made in the image of God. We work together to help everyone to realise their God-given talents and their part in God's plan. Our school is a place of peace, tolerance and fairness where we follow Christ's example of loving God and loving others. Our ultimate aim is to give our community the prospects, belief and hope that every tomorrow can be a better day.

### **St. Anne's - Making tomorrow a better day.**

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their protected characteristics, including:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. As a Catholic community, we are called to love God and to love our neighbours in every situation. Following in the footsteps of Christ, we hope to make present in our unjust and broken world, the justice, love and peace of God. Our core driving principles in promoting and ensuring equality are:

### **Dignity**

*Before I formed you in the womb, I knew you. Jeremiah 1:5*

We believe every human person is made in the image and likeness of God. This is a gift that we all share as fellow human beings; we are all infinitely loved by our Creator. God is present in every human person, regardless of religion, culture, nationality, orientation or economic standing. Each one of us is unique and beautiful. We are called to treat every person and every creature with loving respect.

## **Solidarity**

*In truth I tell you, in so far as you did this to one of the least of these brothers [or sisters] of mine, you did it to me. Matthew 25:40*

Solidarity arises when we remember that we belong to each other. We reflect on this in a special way at Mass. The Catechism of the Catholic Church states, "The Eucharist commits us to the poor. To receive in truth the Body and Blood of Christ given up for us, we must recognise Christ in the poorest."

## **Option For The Poor**

*The spirit of the Lord is on me, for he has anointed me to bring the good news to the afflicted. He has sent me... to let the oppressed go free. Luke 4:18*

The option for the poor reminds us of God's preferential love for the poorest and most vulnerable people. God's love is universal; he does not side with oppressors, but loves the humble.

## **Peace**

*Peace... is an order that is founded in truth, nurtured and animated by charity, and brought into effect under the auspices of freedom. Pacem in Terris, 1963, #167*

Peace is a cornerstone of our faith. Christ, the Prince of Peace, sacrificed himself with love on the cross.

Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes, whilst ensuring that we stay true to the teaching of the Catholic church.

## **Dealing With Prejudice**

Firstly, we would always assess whether or not an incidence of prejudice was intentional or occurred as a result of ignorance. Where we can be sure that an incident was deliberate and the instigator knew that they were being prejudiced in their actions, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. However, where the incident occurred as a result of a lack of understanding, we would work to educate that person against any such further actions. In any incidence, we would offer pastoral support to the person that has experienced prejudiced behaviour.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their God-given potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

## **Equality and dignity in the workplace**

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Following self-evaluation, we aim to focus particular attention to the following objectives:

- To narrow the gap in attainment for children who live in economic deprivation;
- To ensure that resources, teaching materials and the environment reflect diversity and do not promote stereotypes;
- To continue to improve access to the curriculum for children with SEND.

Our work in achieving these objectives is covered in a number of plans and documents including, but not exclusive to;

- the school improvement plan;
- individual subject/ area plans;
- our Pupil Premium and Sports Premium statements;
- the accessibility plan;
- the Curriculum policy and those of individual subjects;
- the SEND policy;
- our RSE policy;
- our behaviour policy;
- our anti-bullying policy;

### **Closing statement**

*So there is no difference between Jews and Gentiles, between slaves and free people, between men and women; you are all one in union with Christ Jesus. Galatians 3:28*

In our Catholic school, prejudice is not tolerated. As a community, we strive continuously towards creating an accepting and respectful environment so that our children grow into adults that can strive towards creating an accepting and respectful world.