Through God's love, we learn, aspire and achieve; we flourish.

Let us love one another, because love comes from God and knows God.
1 John 4:7

Your heart will become wise. Your mind will delight in knowledge.
Proverbs 2:10

I have come so that they may have life and have it to the full.
John 10:10

Christ Church Primary School
Equality Information and Objectives Statement

At Christ Church Primary School we welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are to:

1. Eliminate discrimination and other conduct that is prohibited by the Act.
2. Advance equality of opportunity, between people who share a protected characteristic and those who do not.
3. Foster good relations, between people who share a protected characteristic and those who do not.

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

In line with these duties and our school vision and values of trust, compassion, respect, wisdom, perseverance and service our objectives are as follows:

Objectives:

Eliminate discrimination

Staff and governors receive training and are regularly reminded of their public sector equality duty (PSED) under the Equality Act 2010.

Our pupils are taught to be:

- Aware of what constitutes discriminatory behaviour.
- Understanding and respectful of others.
- Celebratory of diversity.

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, appropriate action is taken and a resolution is put into place which is both fair and firm. Governors receive data relating to any incident of discrimination.

Advance equality of opportunity

We are committed to ensuring that every pupil can participate fully in education and make full use of our services and facilities.

As set out in the DfE Guidance, we are committed to:

a. removing / minimising disadvantages suffered by people which are connected to a particular characteristic they have;
b. taking steps to meet the particular needs of people who have a particular characteristic;
c. encouraging people who have a particular characteristic to participate fully in any activities.

We will publish and analyse attainment data each academic year showing how pupils with different characteristics are performing.

Foster good relations

We believe that pupils and staff flourish by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved in line with our school values by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it has.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

Our ongoing School Improvement Plan prioritises inclusion. We are committed to understanding, identifying and addressing the needs of vulnerable groups within our school community. We are committed to having a balanced, diverse and fair curriculum reflecting the equality and diversity of our community and beyond.

Throughout the year, the school aims to provide a variety of opportunities to celebrate diversity, including:

- Projects to explore children's different identities (e.g. family trees and culture days, family members visiting school for grandparents day or to explain their religion).
- Projects to celebrate the number of EAL children within the school.
- Projects to support EAL learning.
- Activities to celebrate SEND children within our school, e.g. coffee mornings to promote community, celebration and learning.

Governors and the Senior Leadership Team take into account their public sector equality duty (PSED) when making all policy and strategic decisions.

Dated: September 2026
Review date: September 2030