



St Charles Catholic Primary School Equality Statement, Information and Objectives

Mission Statement

*"Let all that you do be done in Love.
Love is made possible with respect."* St Charles Borromeo

At St Charles' we pray, love and learn together as one school family, with Christ at our centre. We create and experience joy every day in our home, our school and our parish.

Vision

Children will leave St. Charles':

- With a love for learning.
- With Christ in their hearts.
- With outstanding manners.
- Showing care and respect for all.
- Having achieved their best.
- With a sense of pride and confidence.
- With a deep sense of responsibility.
- With life-long skills to enhance their future.

Values:

Everyone at St. Charles' will be:

- Compassionate
- Aspirational
- Determined
- Enthusiastic
- Humble
- Friendly
- Trustworthy

Equality has always been fundamental to Catholic belief and teaching. St Charles Catholic Primary School acknowledges and welcomes diversity among pupils, staff, governors and visitors.

Our Equality Policy outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

At St Charles', equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). We promote the principles of fairness and justice for all through the education that we provide in our school.

To ensure these principles are carried out we have set Equality Objectives which will be monitored by the Governing Body and reviewed each year:

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Equality objectives

Objective 1: To reduce the gender gap between girls and boys in maths.

Impact statement: Nationally published data for St Charles will indicate that the percentage of girls reaching expected standards in maths will be at least in line with national indicators for girls and that progress scores will indicate rates of progress are at least the same as boys.

Objective 2: Rates of attendance for PP children will be in line with none PP children, and persistent absence will reduce to be at least in line with the national average.

Impact statement: Attendance data will demonstrate that PP children are attending as well as their peers. Where this is not the case, there are clearly identified steps in place to support the family to maintain regular attendance.

Objective 3: To increase understanding about different religious groups and wider cultural knowledge

Impact statement: The curriculum design will include opportunities for pupils to learn about different religious groups and to increase their understanding of them.