



ST MARY'S CATHOLIC PRIMARY SCHOOL

Approved by ¹			
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Signed:	 		
Version Date:	16.9.2026	Version No:	1
Review date²:	16.9.2027		

EQUALITY OBJECTIVES 2026–2030

Equality Objectives

In accordance with the Equality Act 2010 and the Public Sector Equality Duty, St Mary's Catholic Primary School has identified the following Equality Objectives. These objectives will be monitored annually by the Headteacher and Governing Body and formally reviewed every four years.

The objectives support the school's commitment to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between different groups within the school community.

Objective 1: Achievement and Progress

Aim

To ensure that all pupils, particularly disadvantaged pupils, pupils with SEND and vulnerable groups, make strong progress from their individual starting points.

Actions

Action	Responsibility	Timescale	Success Criteria
Monitor attainment and progress data for all pupil groups termly.	Headteacher / Assessment Lead	Termly	Any attainment gaps are identified and addressed.
Provide targeted interventions and support where required.	Class Teachers / SENDCo	Ongoing	Pupils make expected or better progress.
Review the impact of interventions and additional support.	SENDCo / SLT	Termly	Interventions demonstrate positive outcomes for pupils.

Success Measures

- Improved outcomes for vulnerable groups.
- Progress data demonstrates reduced attainment gaps.
- Early identification of barriers to learning.

Objective 2: Inclusion and Participation

Aim

To ensure that all pupils have equal access to the curriculum, extracurricular opportunities, educational visits and leadership opportunities regardless of background, disability, faith, gender or socio-economic circumstances.

Actions

Action	Responsibility	Timescale	Success Criteria
Monitor participation in clubs, visits and enrichment opportunities.	Subject Leaders / SLT	Annually	Participation reflects the diversity of the school population.
Identify and remove barriers to participation.	Headteacher / Governors	Ongoing	All pupils can participate fully.
Provide reasonable adjustments where necessary.	SENDCo / Class Teachers	Ongoing	Individual needs are accommodated effectively.

Success Measures

- Increased participation rates across all groups.
- Positive pupil voice feedback regarding inclusion.
- No significant barriers identified.

Objective 3: Promoting Respect, Diversity and Understanding

Aim

To develop pupils' understanding, appreciation and respect for diversity within modern Britain and the wider world.

Actions

Action	Responsibility	Timescale	Success Criteria
Promote equality and diversity through RE, PSHE, RSE and the wider curriculum.	Curriculum Leaders	Ongoing	Diversity is reflected throughout the curriculum.
Celebrate a range of cultures, faiths and traditions through collective worship and school events.	RE Lead	Ongoing	Pupils show increased understanding of diversity.
Address stereotypes, prejudice and discrimination when they occur.	All Staff	Ongoing	Incidents are dealt with promptly and effectively.

Success Measures

- Pupil surveys demonstrate positive attitudes towards diversity.

- Incidents of discriminatory language or behaviour remain low.
- Pupils demonstrate understanding of protected characteristics appropriate to their age.

Objective 4: Accessibility

Aim

To improve accessibility for pupils, staff, parents and visitors with disabilities and additional needs.

Actions

Action	Responsibility	Timescale	Success Criteria
Review accessibility of buildings, resources and information annually.	Headteacher / Governors	Annually	Accessibility barriers are identified and addressed.
Ensure information is available in alternative formats upon request.	Office Staff	Ongoing	Information is accessible to all stakeholders.
Implement actions identified within the Accessibility Plan.	Headteacher / Governors	Ongoing	Accessibility improvements are completed.

Success Measures

- Improved access to information and facilities.
- Positive feedback from parents, pupils and visitors.
- Compliance with Accessibility Plan objectives.

Monitoring and Review

Progress towards these objectives will be:

- Monitored throughout the year by the Senior Leadership Team.
- Reported annually to the Governing Body.
- Published on the school website as part of the school's Equality Information.
- Reviewed and updated no later than September 2030.

The Governing Body will evaluate the effectiveness of these objectives by considering:

- Pupil achievement and progress data.
- Attendance and behaviour data.
- Participation in wider school activities.
- Feedback from pupils, parents, staff and governors.

- *Records of prejudice-related incidents and complaints.*