



## **St. Jude's Catholic Primary School**

We live, love and learn together joyfully in Jesus' name.

### **Equality Objectives 2024-2027**

At St. Jude's, we aim to be a community where all staff, children, parents and the wider community are treated fairly and with respect. We strive for all pupils to reach their potential and recognise that for some pupils, extra support is needed to help them to achieve and be successful.

We aim to cater for the children as individuals, appreciate their needs and enable them to be educated in a way which ensures they flourish in their everyday life in a multicultural environment and multi faith world.

At St. Jude's, we view all members of our school as special and unique, who are created in God's image and who deserve to be treated with respect and without any form of discrimination.

We take our legal duties on equality seriously. We welcome our general duty under the **Equality Act 2010** to eliminate discrimination, to advance equality of opportunity and to foster good relations.

Our approach to equality is based on the following key principles:

1. All our children are of equal value.
2. We have the highest expectations of all our children.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging in our local and wider community.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We recognise and respect difference.

We are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities or disadvantages. These objectives are reviewed by our Governors.

## **Our School Objectives are:**

### **OBJECTIVE 1:**

#### **To anticipate and meet the needs of incoming pupils from disadvantaged families.**

- Staff ensure that St. Jude's is a welcoming, nurturing environment where pupils and their families can expect to feel supported with admissions, meeting individual needs and treating others with dignity and respect.
- We endeavour to make sure that people from different groups are consulted and involved in our decisions, for example by talking to pupils and parents.
- We support different groups of pupils in their class through bespoke provision where needed.
- We plan and deliver a curriculum that reflects our school Mission and ethos.
- All staff promote an inclusive and collaborative ethos in their classroom
- Our admissions arrangements are fair and transparent and we do not discriminate against pupils by treating them less fairly on the grounds of their gender, race, ethnicity, religious beliefs or any other defining characteristics.
- We support our pupils to build a sense of identity and belonging within the school and wider community.
- We provide excellent pastoral support to children identified as in need of specialised emotional or social support.

### **OBJECTIVE 2:**

#### **To increase the percentage of parents who take part in school life.**

- The school regularly runs Parent Workshops to focus on developing the knowledge of parents in key areas such as phonics, reading, maths and RE.
- Other events are held to encourage parents to feel welcomed into the St. Jude's community, such as class assemblies and Share-a-Meal, where visitors share in our Catholic Social Teaching work or spend time one to one with their child in the school environment.

### **OBJECTIVE 3:**

#### **To anticipate and meet the needs of incoming pupils from a variety of ethnic groups.**

- We plan and deliver a curriculum that reflects our school values and provides positive materials and resources in terms of ethnicity.
- We actively promote equality and diversity through the curriculum and by creating an environment which values respect for all.
- Staff members recognise and harness the diversity within our school community to ensure that all pupils have the opportunity to respond to the challenges and high expectations of the curriculum
- Learning about different faiths is of great importance and is included in our curriculum; where possible, visits to religious buildings are included.

**OBJECTIVE 4:****To anticipate and meet the needs of pupils who require SEND support**

- Educate and inform all pupils and staff about diversity in learning and communication styles, especially neuro-diversity, through the curriculum.
- Ensure that staff have relevant CPD opportunities to allow them to meet the needs of pupils with SEND needs.
- Develop further a curriculum and learning environment which is inclusive for all children allowing them to access an exciting education.
- Work in more depth with parents and carers to allow them to express further their needs in supporting SEND pupils.