



Equality Information and Objectives Policy

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Introduction

At St George's Church of England Primary School, we offer an exceptional educational experience founded on Christian values. We welcome children from all faiths and none and seek to inspire in them a love of learning, a passion to fulfil their potential, and a commitment to serve the community.

Rooted in God's love, we flourish together: growing in faith, embracing learning, serving our community. This vision underpins our approach to equality and inclusion, inspiring us to celebrate diversity and ensure every individual is valued and supported.

Equality Information and Objectives

At St. George's, we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination and to promote community cohesion.

The following are protected characteristics under the Equality Act 2010:

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

We recognise our responsibility to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not;
- Foster good relations between people who share a protected characteristic and people who do not.

As a school rooted in Christian values, we are committed to ensuring that:

- All adults and children treat each other with dignity and respect;
- Every effort is made so that all groups of pupils make good progress, and that employment practices are fair;
- We nurture children to become good citizens—locally, nationally, and globally.

We work toward these aims by:

- Upholding every individual's right to be respected, to learn, and to be safe;
- Providing clear levels of pastoral care;
- Offering support through our SENCO, outside agencies (e.g., therapists, educational psychologists), and teacher mentors;
- Gathering regular feedback from pupils, parents, carers, staff, and governors through questionnaires;
- Hosting awareness sessions on key topics such as phonics, mathematics, ICT, SEN, and e-safety;
- Promoting cultural awareness through assemblies and curriculum content;
- Holding termly open sessions for families to engage with their child's learning;
- Supporting a curriculum that celebrates diversity and encourages mutual respect;
- Operating an active and inclusive school council;
- Facilitating charitable work chosen by each year group;
- Recording and reporting all racist incidents.

Our Equality Objectives are to:

- Educate all members of our school community about discrimination and prejudice and promote a harmonious environment;
- Strive for all pupils, regardless of ethnicity, age, gender or background, to achieve the highest standards in learning and make strong progress;
- Reduce the number of fixed-term and permanent exclusions;
- Ensure that the recruitment and appointment of staff aligns with equal opportunities legislation.

All of this is done in the spirit of our school's vision and mission: to help everyone flourish, serve our community, and build one another up in the love of Christ.