

Equality Objectives

St. Mark's Catholic Primary School



In accordance with the Equality Act 2010 and the Our Lady of Walsingham (OLOW) Equality & Diversity Policy, St Mark's is committed to promoting equality, eliminating discrimination, and fostering good relationships. These objectives reflect our Catholic ethos and belief in the dignity of every person, made in the image and likeness of God.

The OLOW Equality & Diversity Policy, available here:

https://www.ourladyofwalsingham.co.uk/_site/data/files/users/A8A82EC0E6ADBD3CAC220118700381E0.pdf

The following equality objectives will be reviewed annually and formally reviewed at least every four years.

St Mark's Equality objectives

Objective 1: Inclusion and Respect

To promote an inclusive school community where all pupils, staff, and families are treated with dignity, respect, and fairness.

How we will achieve this:

- Embed Catholic Social Teaching and Gospel values across the curriculum and collective worship.
- Promote respect, tolerance, and understanding through PSHE, assemblies, and school ethos.
- Respond promptly and appropriately to any incidents of discrimination or prejudice.

Equality Objective 2: Reducing Inequality in Outcomes

To identify and reduce any inequality in attainment, progress, attendance, or participation between groups of pupils.

How we will achieve this:

- Monitor and analyse data to identify trends and potential inequalities.
- Ensure equal access to the curriculum, enrichment activities, and leadership opportunities.
- Provide targeted support and reasonable adjustments where required.

Equality Objective 3: Supporting Pupils with SEND and Additional Needs

To uphold the dignity of pupils with SEND and additional needs by ensuring they are fully included in all aspects of school life.

How we will achieve this:

- Make reasonable adjustments to teaching, learning, and the school environment.
- Work closely with parents, carers, and external agencies.
- Provide staff training to support inclusive practice.

Equality Objective 4: Engagement with Families and Community

To strengthen relationships with families, the parish, and the wider community, recognising the value of participation, solidarity, and mutual responsibility.

How we will achieve this:

- Communicate clearly and accessibly with all families.
- Encourage participation in school and parish activities.
- Respond sensitively to individual family circumstances.

Equality Objective 5: Equality for Staff

To promote justice, fairness, and dignity in the working lives of all staff.

How we will achieve this:

- Provide regular training on equality, diversity, and inclusive practice.
- Ensure fair recruitment, retention, and professional development processes.
- Promote a culture of respect, wellbeing, and mutual support.

Monitoring and Review

Progress against these objectives will be monitored by the Senior Leadership Team and Governors and reviewed annually.