



St Andrew's CE VC Primary School

*'Roots to grow, Wings to fly'
They will soar on wings like Eagles.
Isaiah 40:31*

Equality Statement

September 2026

At St Andrew's School, we are committed to ensuring equality of opportunity for all members of our school community. Guided by our Christian vision and values, we strive to create a culture in which everyone is treated with dignity, respect and fairness, and where every individual can flourish.

We are committed to:

- Promoting equality of opportunity for all.
- Eliminating discrimination, harassment, victimisation and prejudice.
- Valuing diversity and fostering an inclusive culture of belonging.
- Promoting positive relationships and mutual respect within our school community.
- Providing an inclusive education that enables every pupil to achieve their full potential.
- Making reasonable adjustments and improving accessibility for pupils, staff and visitors with disabilities.
- Meeting our responsibilities under the Equality Act 2010.

In accordance with the Public Sector Equality Duty, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between people from different backgrounds and communities.

Equality Objectives 2026-2030:

1. Inclusion and Belonging:

To ensure that every member of the school community feels safe, valued, respected and included, regardless of race, disability, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, or any other protected characteristic.

2. Achievement and Participation:

To monitor and reduce any gaps in attainment, attendance, participation and wellbeing between different groups of pupils, including pupils with protected characteristics and other vulnerable groups, ensuring all pupils can thrive.

3. Promoting Understanding and Respect:

To promote pupils' spiritual, moral, social and cultural development through collective worship, the curriculum and wider school experiences, fostering

understanding, respect and appreciation of diversity within our local, national and global communities.

4. Positive Relationships:

To challenge prejudice, discriminatory behaviour and stereotyping in all its forms, and to foster positive relationships between all members of the school community.

How We Will Achieve Our Aims:

1. The Governing Body will ensure that all policies, procedures and practices are reviewed regularly to assess their impact on equality, diversity and inclusion and to ensure compliance with statutory duties.
2. We will maintain high expectations of all pupils regardless of age, ethnicity, disability, gender, religion or belief, socio-economic background or any other protected characteristic.
3. We will provide a learning environment that promotes equality of access to the curriculum by:
 - a. Promoting attitudes and behaviours that challenge discrimination and celebrate diversity.
 - b. Developing pupils' confidence, leadership and advocacy skills so they can contribute positively to society.
 - c. Using resources effectively to support the learning, participation and achievement of all pupils.
 - d. Providing appropriate training and professional development to enable staff to promote equality, diversity and inclusion effectively.
 - e. Making reasonable adjustments and improving accessibility where required to meet the needs of pupils, staff and visitors.
4. We will monitor outcomes for different groups of pupils and use this information to inform school improvement priorities and reduce barriers to achievement.
5. We will ensure that incidents of discriminatory language, behaviour or bullying are addressed promptly and effectively and recorded in accordance with school procedures.

Christian Vision:

Our Christian vision and values of truthfulness, respect, courage, friendship and forgiveness underpin our commitment to equality, diversity and inclusion. They inspire us to recognise the inherent dignity and worth of every individual and to build a school community in which all can flourish and live life in all its fullness.

