



St Lawrence Primary School

Equality Objectives

Review date: February 2026

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Policy amendments may occur at any time, and you should consult the Policies page on the website for the latest update.

EQUALITY OBJECTIVES 2022 – 2026

Date objectives agreed with Governors	June 2022
Policy approved by	<ul style="list-style-type: none">• Full Governing Body• All Staff
Chair of Governors	Emily Russell
Progress towards meeting the objectives to be reviewed annually and added to this document.	
Review 1	June 2023
Review 2	June 2024
Review 3	June 2025
Date of final review before new objectives are set.	June 2026

Equality Statement

At St Lawrence CE Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identities and are able to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all. The values of the St. Lawrence Way (Be responsible; Encourage others; Show respect and Try your best) and British Values (Democracy, Rule of law, Mutual respect and Tolerance of difference) are promoted from Nursery through to Year 6.

As a Church of England School we have a vision that all of our pupils will aspire to be like The Good Samaritan and help others, including those with different characteristics to themselves. The document 'Valuing All God's Children' for Church of England schools on challenging homophobic, biphobic and transphobic bullying is used to underpin our inclusive approach.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Objectives

In accordance with the public sector equality duty in the Equality Act 2010, we have set the following our equality objectives which will be reviewed annually and updated at least every four years.

1. The school's curriculum to be rich and diverse, enabling all pupils, including those with protected characteristic as defined by the Equality Act, to feel valued and confident and likely to achieve their potential. We will find opportunities to invite into school representatives from a diverse range of ethnicities, cultures, and religions to broaden children's knowledge and celebrate diversity.
2. To promote pupils' spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity. School visits to museums/exhibitions and other resources such as books and movies will be used to broaden the children's 'cultural capital'.
3. To monitor and analyse pupil achievement by race, gender, disability and pupil groups including disadvantaged groups and act on any trends or patterns in the data that require additional support for pupils.
4. Ensure that members of staff are provided with training to enable them to identify and manage situations that arise due to racial bias and prejudice; knowing when to report incidents as hate-related to the local authority and police.
5. A policy for dealing with Hate-related Incidents to be written by governors and adhered to by all staff.
5. To ensure that all stakeholders (including new members of staff) are aware of these equality objectives and the progress being made towards them.

