

*'St Mary's Catholic Infant and Junior Academies are committed to safeguarding  
and promoting the welfare of children and young people and expects  
all staff and volunteers to share this commitment.'*



**ST MARY'S**  
CATHOLIC INFANT AND JUNIOR ACADEMIES

# Equality Objectives

At St Mary's Catholic Infant and Junior Academies, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics. For schools and academies, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender, race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity.

Under the Act, the academies are expected to comply with the Public Sector Equality duty.

This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives: -

1. To promote cultural understanding and awareness of different ethnic groups and religious beliefs and increase student understanding of issues in different communities.
2. Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.
3. To monitor and promote the involvement of all groups of pupils in learning and school life, across all activities to ensure equity and fairness in access and engagement