

# St Alban's C.E Primary School



## Equality information and objectives July 2024

Renewed: July 2024  
Review: July 2025

# Our school vision



Our vision is that all our pupils should grow in:

**Faith** in God, or be inspired by faith, and in their own ability to fulfil their potential,

**Hope** to be the best of examples, to work to change themselves and the world for the better, and

**Love**, reflecting God's love in unselfish love for others.

Our vision is based on the God given virtues of:

## FAITH, HOPE AND LOVE

1 Corinthians 13:13

## **Meeting Our Equality Duty**

St Alban's Church of England Primary School is a school with a strong Christian ethos which is truly inclusive and actively celebrates diversity. We believe that all members of our community are of equal worth and we want this to be the experience of everyone. We demonstrate our commitment to this by prioritising the well-being and progress of every child in our school and by striving to ensure that all members of our community are treated fairly in all situations.

We believe that the Equality Act provides us with a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we tackle any issues of disadvantage and underachievement of different groups represented in the school as soon as we find any.

Our approach to equality is based on the following 7 key principles:

- All learners are of equal value
- We recognise, respect and value difference and understand that diversity is a strength
- We foster positive attitudes and relationships
- We foster a shared sense of cohesion and belonging
- We observe good equalities practice for our staff
- We have the highest expectations of all our children
- We work to raise standards for all pupils, but especially for the most vulnerable

Having looked at our school's improvement priorities and carefully analysed pupil data, we have identified 3 equality objectives which we want to achieve over the next 3 years. We have also taken into account national priorities that have been identified by OFSTED and the priorities for Camden which have been identified by the Education Commission.

We will measure our success in meeting the Public Service Equality Duties by the extent to which we achieve these objectives over the next 3 years and by how much outcomes improve for all priority groups within the school.

**Our Equality Objectives for 2023-27 are:**

- We will strive to ensure that all pupils by the end of Y6 make progress at least in line with the progress of pupils with similar starting points including pupils with Special Educational Needs and Disabilities (SEND) and statements of SEND.
- We will strive to achieve a year on year (over three years) reduction in the attainment gap in English and Maths at the end of KS2 between pupils within the school's identified groups (for example, Free School Meals (FSM), English as an Additional Language (EAL), refugees) and their peers
- We will strive to increase participation by FSM, SEND, EAL and refugee pupils in after school clubs, extra-curricular activities (for example, instrumental tuition) and other extended school provision