

# Equality Statement

SMAAA Mission Statement

**In the light of St Michael the Archangel, we strive to be champions of all Christians and to the Church itself.**

Guided by this mission, St Michael and All Angels Catholic Primary School is committed to promoting equality, inclusion, and respect for all members of our school community.

## 1. Introduction

We recognise our legal duties under the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)** to:

- Eliminate discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations between people with different protected characteristics

Protected characteristics include: **age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation.**

## 2. Our Commitment

At St Michael and All Angels Catholic Primary School, we will:

1. **Champion dignity and respect for all:**  
Reflecting our Catholic ethos and Catholic Social Teaching, we promote respect, fairness, and solidarity within the school community.
2. **Promote equality of opportunity:**  
We ensure that all pupils, staff, governors, and parents have equitable access to education, resources, leadership opportunities, and support.
3. **Foster an inclusive environment:**  
Our teaching, policies, and practices celebrate diversity and challenge discrimination in all its forms.
4. **Embed safeguarding and well-being:**  
All policies, including our Safeguarding, Behaviour, Anti-Bullying, and Online Safety policies, incorporate equality principles and ensure protection for those with protected characteristics.
5. **Actively challenge prejudice and discrimination:**  
We respond promptly to any incidents of bullying, harassment, or discrimination, including those related to race, disability, religion, sexual orientation, or other protected characteristics.

## 3. Implementation

Equality is embedded in our daily practice by:

- Promoting inclusive teaching and learning across all subjects
- Providing training for staff and governors on equality, inclusion, and diversity
- Ensuring policies, procedures, and practices actively prevent discrimination
- Collecting and monitoring data on pupil achievement, behaviour, and attendance to identify and address gaps
- Involving pupils, parents, and staff in shaping policies, including the voice of the child

#### **4. Review**

This Equality Statement will be reviewed annually to ensure it remains current, reflects the school mission, and complies with legislation and best practice.

**Reviewed:** September 2025

**Next Review:** September 2026

#### **5. Accountability**

The Executive Headteacher and Governing Body have overall responsibility for the implementation of this statement. The Designated Safeguarding Lead (DSL) and equality lead ensure that equality principles are actively applied in policies and practice.

#### **Summary**

St Michael and All Angels Catholic Primary School is committed to creating a school environment where every person is valued, respected, and supported, in line with our mission to follow St Michael the Archangel and the values of the Church.