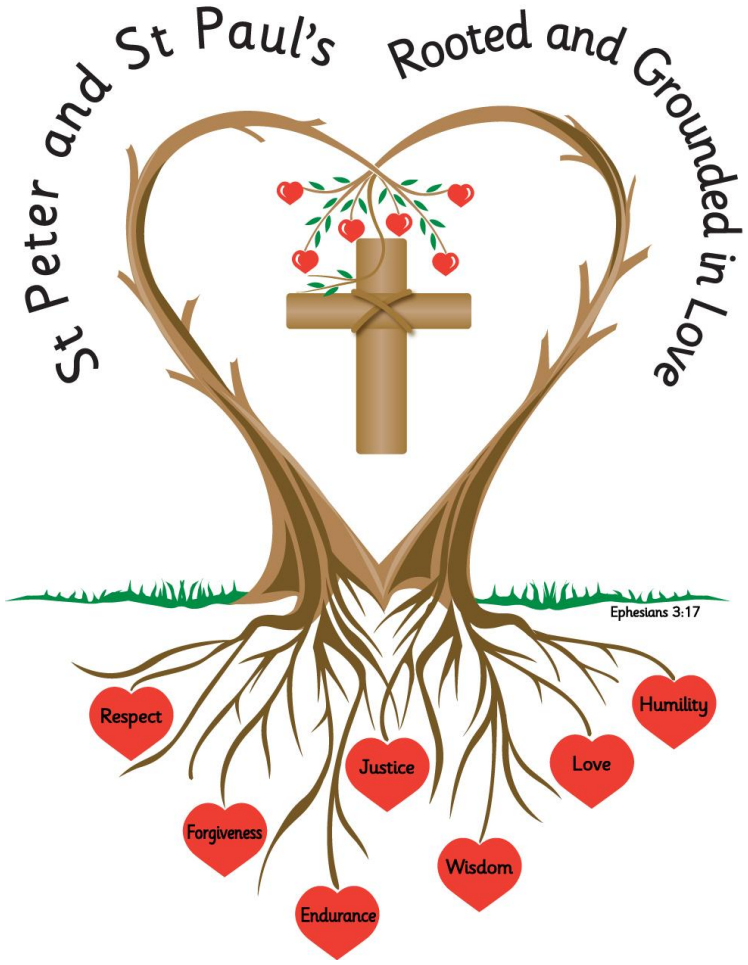

St Peter and St Paul's CE Primary School

Equality Policy and Objectives

St Peter and St Paul's Church of England Primary School
Equality Policy and Statement of Objectives

Rooted and grounded in the love of God, St. Peters & St. Paul's Church of England Primary School is a vibrant, inclusive community, where every person is empowered to reach their full potential. Guided by our Christian values and the teachings of Jesus, together, we aim to grow into good citizens of heaven and earth. We strive to cultivate a nurturing environment that inspires everyone to develop a lifelong love of learning, grow in character, and make a positive impact on the world around us, working together to be a good neighbour to all.

Introduction

St Peter and St Paul's Church of England Primary School is a one-form-entry voluntary aided school serving the community of Rishton. Guided by Christian values and a commitment to nurturing the whole child, the school strives to ensure that every pupil is known, valued, and supported to flourish academically, socially, emotionally, and spiritually. This policy outlines the school's commitment to promoting equality, eliminating discrimination, and fostering a culture of dignity, respect, and justice.

Our Context

The school serves a predominantly White British community, with approximately 6% of pupils from minority ethnic backgrounds. Around 35% of pupils are eligible for the Pupil Premium, and 12% have identified SEND. These characteristics shape our equality priorities and reinforce our commitment to ensuring that all pupils — regardless of background, need, or circumstance — have equal access to high-quality education and opportunities.

Our Commitment

- Providing a safe, inclusive, and nurturing environment where every child is recognised as a unique individual created in the image of God.
- Supporting pupils' wellbeing so that they feel safe, confident, and ready to learn.
- Ensuring that disadvantaged pupils receive the support and opportunities they need to achieve highly.
- Promoting equity, diversity, and justice across the curriculum so that pupils develop respect, empathy, and a strong sense of fairness.
- Challenging discrimination, prejudice, and stereotyping in all forms.
- Working in partnership with families, the parish, and the wider community to uphold equality and inclusion.

Legal Framework

- The Equality Act 2010
- The Public Sector Equality Duty (PSED)
- The SEND Code of Practice
- The School Admissions Code
- Relevant safeguarding legislation
- The Church of England's Vision for Education

Equality Objectives

- To continue to monitor and analyse pupil achievement by race, gender and SEND and act upon any trends or patterns in this or any other data that require additional support for pupils.
- To continue to raise levels of attainment in core subjects for vulnerable learners.
- To continue to monitor and support attendance of all groups of children in school.
- To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.
- To ensure the school environment is as accessible as possible to pupils, staff and visitors.
- Promote equity, diversity, and justice across the curriculum.

Roles and Responsibilities

- The Governing Body ensures compliance with equality legislation and monitors progress towards equality objectives.
- The Headteacher and Senior Leadership Team provide strategic leadership, ensure implementation of this policy, and report on outcomes.
- All Staff are responsible for modelling inclusive practice, supporting pupil wellbeing, challenging discriminatory behaviour, and promoting equality through teaching and relationships.
- Pupils are encouraged to treat others with respect, celebrate differences, and contribute to a positive school culture.

Monitoring and Review

The school will collect and analyse data on pupil outcomes, attendance, behaviour, participation, and wellbeing to identify trends and inform action. Progress towards equality objectives will be reviewed annually by the Governing Body and updated at least every four years, in line with statutory requirements.

Publication

This statement of objectives and the school's equality policy will be published on the school website and made available to parents, staff, and stakeholders.

Reviewed: November 2026

Next review: November 2027 (annual amendment to statistics and further review as needed)