

# **Equality Statement & Objectives**

**June 2025**

## **The Deanery School Christian Ethos**

Our School Motto – ‘Ad Majorem Dei Gloriam’

Translated this simply means ‘To the Greater Glory of God’.

### **Vision**

We believe that everything we do is a faithful response to God’s faithfulness, shown to us through Jesus Christ. Our vision is to reflect God’s Glory in every season of life, in all aspects, from the little things, to the big.

### **Beliefs and Values**

We believe that God’s heart is for his children to thrive in a happy, secure, and caring environment at the Deanery. It is an essential part of our Christian ethos that we thank God for how he has demonstrated peace, love, faith, joy, grace and hope to us. We seek to reflect these core values throughout all areas of life in the school.

We believe that education, strengthened by our faith, is the vehicle with which children can achieve their full potential.

### **School Culture**

At the Deanery we aim to provide opportunities and experiences for everyone to learn and develop their social, creative and academic skills within a motivating and stimulating environment.

We aim to:

- Foster an environment that is enriched spiritually, morally, ethically and socially through the Christian faith.
- Value each child as unique, regardless of faith, ability, gender or ethnicity.
- Nurture children to be polite, respectful and considerate towards one another.
- Offer a range of opportunities and experiences to develop their confidence, self-esteem and independence.
- Encourage each child to fulfil their potential within all areas of the curriculum.
- Promote knowledge and understanding through a secure, stimulating and enriched environment.
- Create a broad educational experience that is enriched both morally and spiritually through partnership with staff, governors, parents, the local community, parishes of the Deanery and Birmingham Diocese.
- Enable each child to value themselves and have aspirations for the future.
- Recognise everyone’s place in the wider community.

## Equality Statement and Objectives

### **Statutory Context**

Under the **Public Sector Equality Duty**, schools must:

1. Eliminate discrimination, harassment, and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between different groups.

We welcome our duties under the Equality Act 2010 and the Equality Act 2010 (Specific Duties)

Regulations 2011 to eliminate discrimination. As a school we celebrate differences and support each other so that everyone can reach their full potential.

As a school we **DO NOT** tolerate any form of discrimination against any member of our school community by treating them less favourably because of their:

- sex
- age
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity
- marriage or civil partnership

These are known as the **protected characteristics** and we actively promote these through our policies, practice and curriculum.

In school we are guided by five principles:

### **Principle 1: All learners are of equal value.**

We see all learners and potential learners, and their parents and carers, as of equal value.

### **Principle 2: We recognise and respect difference.**

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to any of the protected characteristics.

### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures, curriculum and activities should promote:

- positive attitudes, interaction and mutual respect towards and between all groups of people.
- positive interaction between all groups of people.
- mutual respect and good relations between all groups of people.

**Principle 4: We observe good equalities practice in staff recruitment, retention and development.**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development.

**Principle 5: We aim to remove inequality and discrimination and reduce barriers that already exist.**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist. We do not tolerate any form of discrimination and actively tackle any forms of it. Where children share behaviours or views that are discriminatory, these are tackled and children are educated. Notes of incidents are kept and parents are informed as appropriate.

**Equality Objectives for Deanery Primary School**

**1. Raise Attainment for Vulnerable Groups**

- Improve academic outcomes in reading, writing, and maths for pupils eligible for Pupil Premium, those with SEND, and EAL learners across Key Stages 1 and 2.

**2. Promote an Inclusive Curriculum**

- Ensure the curriculum reflects and celebrates the diversity of the school community, including race, religion, gender, and family structure.

**3. Enhance Staff Awareness and Training**

- Provide regular training for all staff on equality, unconscious bias, and inclusive teaching practices.

**4. Foster a Respectful School Culture**

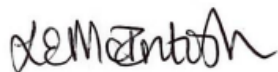
- Promote positive relationships and mutual respect through assemblies, PSHE lessons, and school-wide initiatives that celebrate diversity and challenge stereotypes.

**5. Monitor and Respond to Incidents**

- Track and respond to incidents of discriminatory behaviour or bullying, ensuring swift action and support for affected pupils.

Reviewed June 2025

Approved by Lisa McIntosh Head Teacher



Presented to the Governing Body

Date: 2/7/25



Signature