

	Deanery CE Primary School Academy Status
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Equality Statement & Objectives

June 2026

The Deanery School Christian Ethos

Our School Motto – ‘Ad Majorem Dei Gloriam’

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

Vision

At the Deanery, our vision is rooted in the words of Luke 10:27 — to love God with all our heart, soul, strength and mind, and to love our neighbour as ourselves.

This shapes everything we do. We seek to respond faithfully to God’s love by nurturing a community where each person is valued, supported and encouraged to flourish. In every aspect of school life—both the everyday moments and the significant milestones—we aim to reflect God’s love through our actions, relationships and decisions.

Beliefs and Values

We believe that every child is precious to God and created to thrive. As a Christian school, we aim to model the love, compassion, respect and kindness taught by Jesus. Inspired by the call to “love your neighbour,” we seek to build a community marked by peace, hope, joy, grace and mutual care.

We believe that education, strengthened by faith and lived values, enables children to grow in confidence, character and understanding, fulfilling their God-given potential.

School Culture

At the Deanery, we strive to create a learning environment where all members of our community are supported to develop socially, spiritually, creatively and academically. Guided by Luke 10:27, we aim to show love for God and one another in the way we learn, work and live together.

We aim to:

- Foster a school community enriched spiritually, morally, ethically and socially through the Christian faith.
- Value every child as uniquely created and loved by God, regardless of faith, ability, gender or ethnicity.
- Nurture children to show respect, kindness and consideration—loving their neighbour as themselves.
- Provide experiences that develop confidence, resilience, independence and self-esteem.
- Support each child to fulfil their potential across the whole curriculum.
- Promote curiosity, knowledge and understanding in a secure, stimulating and enriched environment.
- Build strong partnerships with staff, governors, parents, the local community, parish churches and the Birmingham Diocese.
- Encourage each child to develop aspirations for their future and recognise their place in God’s world.
- Enable all members of our community to understand their responsibility and value within 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

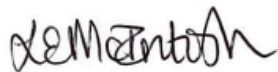
- Promote positive relationships and mutual respect through assemblies, PSHE lessons, and school-wide initiatives that celebrate diversity and challenge stereotypes.

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 2026

Approved by Lisa McIntosh Head Teacher



Presented to the Governing Body

Date: 8/7/26



Signature