Live, Love and Learn Together in the Light of the Life of Christ

Public Sector Equality Duty (PSED)

Equality Information and Objectives

St Mary's CE Primary School is committed to promoting equality, valuing diversity and eliminating discrimination, harassment and victimisation. We aim to ensure that all members of our school community are treated fairly and with respect, and that our school is a safe, inclusive and welcoming place for everyone.

Compliance with the Public Sector Equality Duty

In accordance with the Equality Act 2010, St Mary's CE Primary School has due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Protected characteristics under the Act include age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, and marriage and civil partnership (in relation to employment).

How We Meet the Duty

St Mary's CE Primary School fulfils its equality duties by:

- Embedding equality, inclusion and respect within our Christian ethos, policies and everyday practice
- Providing an ambitious, inclusive curriculum that meets the needs of all pupils, including those with SEND, pupils eligible for pupil premium and pupils with EAL
- Using assessment and monitoring information to identify and address gaps in attainment, progress and participation
- Making reasonable adjustments to remove barriers to learning and participation for pupils with disabilities
- Promoting positive relationships, mutual respect and understanding across our diverse school community
- Ensuring staff receive appropriate training to support inclusive practice and equality
- Consulting with pupils, parents, staff and governors to inform decision-making

Review and Publication

This information is reviewed and updated annually. Our equality objectives are set and monitored by senior leaders and governors to ensure continued compliance with the Public Sector Equality Duty.

Last reviewed: September 2025
Next review: September 2026