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Headteacher



**St Peter's Church of England Middle School**  
**Equalities information and objectives**

**This policy is awaiting approval by Local Governing Body**

**The policy is to be reviewed in September 2025**

**Headteacher: Alexandra Burke**

**Chair of Local Governing Body: Jane Whitehorn**

*You yourselves like living stones are being built up. 1 Peter 2:5*

Updated for September 2025

## Equalities information and objectives

St Peter's Church of England Middle School welcomes its general duties under the 2010 Equality Act and the 2011 Equality Duty to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

*You yourselves like living stones are being built up* – Aspire, Believe, Grow, Achieve

You yourselves like living stones are being built up - valued by God - and a unique member of our school community. We are committed to building firm foundations for life in all its fullness - spiritually, academically, socially and emotionally, for every child. We want all of our students to become wise, compassionate and responsible citizens in today's multi-faith modern Britain.

We do this by:

- Teaching and promoting respect
- Always treating all members of the school community fairly, following our school value of fellowship
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values
- Adopting an inclusive curriculum that is accessible to all
- Developing a full understanding of our school values, particularly compassion and fellowship
- Challenging bias and prejudice and teaching students how to recognise this

Everyone who works within the school is striving to achieve this for all those belonging to our school community irrespective of gender, sexual orientation, race, nationality, ethnic origin, disability and background or family circumstances.

As a member of the family of schools belonging to the Oxford Diocesan Schools' Trust, we subscribe to the ODST Equality and Diversity procedures to promote equality and treat everyone fairly.

### **The equality and diversity procedure aims to:**

- value and recognise all members of our school community and enable them to develop and perform to the best of their ability
- promote good relations between different groups sharing protected characteristics and those who do not
- support dignity and respect for all, where there is no form of discrimination
- promote equality of opportunity for those people who have a protected characteristic and those who do not
- take positive action for under-represented groups
- ensure breaches of equality are investigated and dealt with accordingly as matters of misconduct
- enable ODST to comply with its statutory obligations under the Equality Act (2010)

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#### Eliminating discrimination:

Our vision is to “Aspire Believe Grow Achieve” which articulates our aspirations for all our children and young people. The family of St Peters values the uniqueness of every one of our students and is committed to meeting the needs of each one. We develop and nurture a strong school fellowship based on the understanding that each is equal and valuable in the eyes of God.

#### Advancing equality of opportunity

Through our ambitious and broad curriculum, children leave our school with a sense of belonging to a tightly knit community where they have the confidence and skills to apply our 5 keys to success: self-management, challenge, connection making, creative thinking and problem solving.

These visible learning habits will allow all children to:

- Become lifelong learners
- Strive for excellence with the gifts that God has given them
- Be socially and spiritually mature demonstrating a high degree of emotional intelligence, empathy, tolerance and understanding of Christian teaching and values
- Move on from the school well-prepared for the next stage of learning and life’s journey, possessing effective life-long skills of self-management, challenge, connection making, creative thinking and problem solving and the values of Fellowship, Trust, Integrity, Compassion and Wisdom
- Develop an appreciation and love of life - aesthetically, physically and spiritually

With our 5 Keys to Success and our Teaching and Learning for Excellence framework, we strive to provide a learning environment which allows all of our children to flourish and develop.

In our recent OFSTED inspection in June 2023 the report stated:

“St Peters is a welcoming and nurturing school, where pupils are known as individuals. There is a strong community feel, in which pupils play an integral part. The school values of Wisdom, Integrity, Trust, Compassion and Fellowship underpin learning and daily life. Leaders have high expectations of how pupils should conduct themselves around the school. Nearly all pupils manage to live up to these expectations. The vast majority of pupils behave calmly and politely. There are regular opportunities for pupils to learn about how people from different cultures or other faiths live. Pupils have mature attitudes around equality and diversity. They accept each other and understand that everyone is different.”

#### Fostering good relations

We consult with and involve a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies and in the review of existing ones. We intend that our policies and activities should benefit society as a whole, the members of our Academy Trust and all those belonging to our local school community. It is our aim this year to further improve our connections with the parent community.

#### Publishing equality considerations

The Local Governing Body at St Peter’s Church of England Middle School has agreed a set of objectives to promote the school’s key values of equality and diversity.

Key Documents to reference:

- School website
- ODST Equality and Diversity Procedure on Trust website
- School Accessibility plan and strategy
- Supporting Children with Medical Conditions policy
- SEN and Inclusion policy

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*The governing body has agreed the following Equality Objectives:*

	<b>Equality Objective</b>	<b>Success Criteria How we will know we are making progress</b>	<b>Actions required to achieve objective</b>	<b>Aims of the Equality Duty</b>	<b>Protected Characteristics</b>
1.	For all parents/carers to feel welcomed, informed and involved within the school community	<p><b>By July 2025</b></p> <ul style="list-style-type: none"> <li>Parents/ Carers will be kept informed and made welcome via:</li> <li>Weekly updates</li> <li>Parent meetings / workshops</li> <li>Parent/Carer Open Afternoons</li> <li>Individual communications as appropriate</li> <li>Updates on the website</li> <li>Requests for Parent/Carers to evaluate new strategies</li> <li>Parental questionnaires</li> <li>Involvement in community events such as Christmas and summer fairs</li> <li>A return to face to face parent consultations</li> </ul>	Our progress within this objective will be reported to Governors via the LGB and will become a regular item on the agenda	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
2.	Narrow the gap in attainment between girls and boys, particularly in writing and for girls, in STEM subjects	<p><b>By July 2025</b></p> <ul style="list-style-type: none"> <li>Include the 'gender gap' in the action plan for curriculum</li> <li>Monitor data and identify key students</li> <li>Set key targets for these students and initiate intervention where appropriate</li> <li>Closely track progress</li> <li>Plan events to promote male writers in both fiction and non-fiction genres</li> <li>Plan events and visits to inspire girls' careers in STEM subjects</li> </ul>	Our progress within this objective will be reported through data analysis to Governors via the LGB and will become a regular item on the agenda	<p>Advance equality of opportunity</p>	<p>Gender</p>
3.	The updated PSHE Curriculum to be implemented and embedded, ensuring all aspects of inclusion and diversity are included	<p><b>By July 2025</b></p> <ul style="list-style-type: none"> <li>Highlight where equality issues are addressed in the PSHE curriculum</li> <li>Plan any supplementary activities which emphasise the importance of equality and the impact of prejudice</li> <li>Plan a whole school event to promote equality and fellowship</li> <li>Include pupil voice activities to assess the impact of the curriculum at the end of the academic year</li> </ul>	Our progress within this objective will be reported to Governors via the LGB and will become a regular item on the agenda	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p>	<p>Age</p> <p>Disability</p> <p>Gender questioning</p> <p>Marital or civil partner status</p> <p>Pregnancy or maternity</p> <p>Race</p> <p>Religion or belief</p> <p>Sex</p> <p>Sexual orientation</p>

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