

# St. Finbar's Catholic Primary School



St. Finbar's Catholic Primary School  
& Early Years Centre

**Public Sector Equality Duty**

2026 - 2027

## Our Mission Statement

*In God's love we learn and grow together*

Founded upon Catholic principles of; dignity, solidarity,  
the common good and peace,  
we aim to inspire and celebrate each child's spiritual,  
intellectual, emotional,  
physical and creative growth.

In our safe and caring environment, we share strong,  
positive relationships with each other as well as the local  
community. Learning about each other's lives locally  
and the wider world teaches us the value and unique  
talents of everyone.

We will achieve our goals by enhancing pupils' self-  
esteem, their self-respect, respect for others  
and for all of God's creation.



We will learn and grow together



*In God's love we learn and grow together*

## CONTENTS

Section	Page
1. Introduction	4
2. Policy Statement	4
3. Legal Framework	4
4. Protected Characteristics	4
5. Our commitment to Equality	5
6. Advancing equality-of-opportunity	5
7. Fostering positives relationships	5
8. Curriculum and ethos	5
9. Equality Objectives	5
10. Roles and responsibilities	6
11. Catholic Mission and Equality	6
12. Policy review and monitoring	6

## Change Log

Date	Page	Change	Initials

## 1. Introduction

St. Finbar's Catholic Primary School is a small Catholic primary school serving a diverse community. Our pupils and families reflect a wide range of backgrounds, experiences and needs, including SEND, EAL, socio-economic disadvantage and varied family circumstances. This policy reflects our legal duties and our Catholic mission to serve all with dignity, justice and love.

## 2. Policy Statement

This policy sets out how the school meets its duties under the **Public Sector Equality Duty (PSED)** as set out in the **Equality Act 2010**. It demonstrates our commitment to equality, inclusion and fairness for all members of our school community.

As a Catholic school, our approach to equality is rooted in **Catholic Social Teaching (CST)**, particularly:

- **Human Dignity** – every person is made in the image of God.
- **The Common Good** – all should flourish together.
- **Solidarity** – standing alongside those who experience disadvantage.
- **Preferential Option for the Poor and Vulnerable** – prioritising those most in need.
- **Subsidiarity** – decisions made at the most appropriate level, involving families and pupils where possible.

## 3. Legal Framework

This policy complies with the **Equality Act 2010** and the **Public Sector Equality Duty**, which requires schools to have due regard to the need to:

1. **Eliminate unlawful 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 people who share a protected characteristic and those who do not

## 4. Protected Characteristics

Under the Equality Act 2010, the following characteristics are protected:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (staff)
- Pregnancy and maternity
- Race (including ethnicity, nationality and colour)
- Religion or belief
- Sex
- Sexual orientation

The school recognises that individuals may experience multiple forms of disadvantage and discrimination.

## 5. Our Commitment to Equality

We are committed to:

- Creating a welcoming, inclusive and respectful school environment.
- Ensuring high expectations and ambition for all pupils.
- Removing barriers to learning and participation.
- Challenging prejudice, discrimination and stereotyping.
- Supporting pupils, staff and families according to their individual needs.

Equality is integral to school improvement, safeguarding, curriculum design, behaviour policies and pastoral care.

## 6. Advancing Equality-of-Opportunity

The school will:

- Identify and remove barriers that prevent pupils from accessing learning and wider school life.
- Use data to identify gaps in attainment, attendance and participation.
- Provide targeted support for disadvantaged and vulnerable pupils.
- Make reasonable adjustments for pupils and staff with disabilities.
- Ensure that SEND, EAL and other vulnerable needs are identified early and supported effectively.

This reflects CST's call to give special consideration to the most vulnerable.

## 7. Fostering Good Relations

The school promotes good relations by:

- Embedding respect, tolerance and compassion within the curriculum.
- Teaching pupils to value diversity while remaining rooted in Catholic values.
- Addressing incidents of bullying or discrimination promptly and effectively.
- Encouraging dialogue, understanding and reconciliation.

We recognise that promoting equality strengthens community cohesion and supports the **common good**.

## 8. Curriculum and Ethos

- The curriculum reflects diversity and challenges stereotypes in an age-appropriate way.
- Teaching promotes equality, respect and social justice.
- Collective worship, RE and pastoral provision reinforce the Church's teaching on dignity and love of neighbour.
- Differences are respected, and no form of discrimination is tolerated.

## 9. Equality Objectives

In line with statutory requirements, the school publishes and reviews equality objectives at least every four years. These objectives:

- Are informed by school data and community context.
- Focus on improving outcomes for vulnerable groups.
- Are monitored by senior leaders and governors.

## 10. Roles and Responsibilities

### Governing Body

- Ensure the school complies with the Equality Act 2010 and PSED.
- Approve and monitor this policy.
- Hold leaders to account for its effective implementation.

### Headteacher

- Provide strategic leadership on equality and inclusion.
- Ensure policies, practices and decisions comply with legal duties.
- Promote a culture of dignity, respect and fairness.
- Report to governors on equality objectives and impact.

### Senior Leaders

- Embed equality into school improvement planning.
- Monitor outcomes, behaviour, attendance and exclusions.
- Support staff in meeting the needs of all pupils.

### All Staff

- Uphold the principles of this policy.
- Treat all pupils, families and colleagues with respect.
- Challenge discrimination and prejudice.
- Make reasonable adjustments and follow inclusive practice.

### Pupils

- Show respect and kindness to others.
- Report concerns about bullying or discrimination.
- Live out the school's Catholic values in daily interactions.

### Parents and Carers

- Support the school's commitment to equality.
- Raise concerns appropriately and work in partnership with the school.

## 11. Catholic Mission and Equality

Our commitment to equality flows directly from the Gospel. Christ's teaching calls us to love our neighbour, welcome the stranger and stand alongside those who are marginalised. Through this policy, we seek to ensure that every member of our community is valued, respected and enabled to flourish.

## 12. Policy monitoring and review

This policy will be reviewed by the headteacher and Full Governing Body on an annual basis. Any changes to this policy will be communicated to all staff and other relevant parties.

**Reviewed and ratified by:** Full Governing Body

**Date of review:** 18<sup>th</sup> January, 2024

**Date of next review:** March 2026

**Policy Status:** Statutory

**Policy cycle:** Bi-annual