

St. Mary's Catholic Primary School

Equalities Plan 2024 - 2027

St. Mary's Catholic Primary School has a strong ethos which is inclusive and accepts and celebrates diversity. As a school we welcome our duties under the Equality Act 2010. These are to eliminate discrimination, harassment, victimisation or other conduct that is prohibited by the Equality Act, to promote equality opportunities and to foster positive relations between different groups of people. St. Mary's Catholic Primary school achieves this by:

- Removing or minimising disadvantages
- Taking steps to meet different needs
- Encouraging participation where it is disproportionately low.'

Our approach to equality is underpinned by our school's priorities as well as the national priorities that have been identified by OFSTED and the priorities for Brent. The success of meeting our objectives will be measured over the next 3 years based on the outcomes for the priority groups within the school.

At St. Mary's Catholic Primary school, we believe that promoting equality is the responsibility of everyone within the school community.

Equality Plan 2024 – 2027:

This plan has been written in conjunction with our Equality Policy.

Target	Action	How the impact of the action will be monitored	Responsible person(s)
Address Gaps in Achievement To reduce the attainment gap in writing by the end of KS2 for those children within the school's identified groups (Pupil Premium, Black Caribbean Boys) and their peers	Implement and embed talk for writing across the school.	Analyse assessment data. Conduct learning conferences with the pupils, looking at their books.	Headteacher Deputy Headteacher English Leader
Promote Inclusive Teaching and Learning Objective: Ensure that the curriculum reflects and	Audit curriculum materials to include diverse role models and perspectives. Embed Catholic Social Teaching	Data analysis will scrutinize outcomes of different groups Monitoring of teaching to show inclusivity	HT/ Deputy and SLT

celebrates the diverse backgrounds, cultures, and abilities of the school community, fostering an understanding of and respect for differences.	principles, emphasizing dignity and respect for all. Provide training for staff on inclusive teaching strategies.		
Build Strong Partnerships with Families Objective: Engage with families from all backgrounds to foster a strong sense of belonging and partnership in the education and faith formation of pupils.	Provide translated materials or interpreters for parents/carers who speak English as an additional language. Host workshops and coffee mornings to include and support families from diverse cultural or socioeconomic backgrounds. Actively encourage participation from underrepresented groups in governance or school events.	Involvement of parents at school events Questionnaires showing satisfaction from parents	