



It is unlawful for a school to discriminate against another person because of their;

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Sex
- Sexual orientation
- Pregnancy or maternity
- Race
- Religion or beliefs

Roles and responsibilities

Board of Governors will:

- Ensure equality information and objectives are published and communicated to staff, pupils, and parents
- Delegate responsibility for monitoring objectives to the headteacher

Senior Leadership Team will:

- Promote understanding of equality objectives among staff and pupils
- Monitor progress and report to governors
- Ensure there is an annual focus on one of the protected characteristics

How will we do this?

Objective 1

live life to the fullest

To ensure that all pupils can be the best version of themselves and achieve their full potential.

Governors are kept updated on pupils whose personal or social circumstances may create barriers to achievement, including those with additional needs, looked-after children, children on protection plans, Early Help support, or receiving pupil premium/free school meals. Governors critically review how these pupils are supported to overcome barriers and succeed.

All pupils are encouraged to join extracurricular activities, with monitoring to ensure disadvantaged groups are fully represented. Additional support will be provided if needed. This work is supported by our policies including Staff Code of Conduct, Anti-bullying, Behaviour, and Safeguarding.

Objective 2



To promote respect and understanding about different faith communities within Doncaster.

We follow the 'Understanding Christianity' syllabus and also teach Judaism, Islam, and Sikhism. Respect and tolerance are modelled by all staff. We invite representatives from various faiths to lead worship and explore how their beliefs impact the world, such as Islamic charity or Sikh selfless service.

Objective 3



St Mary's promotes understanding and respect for different families including those with same sex parents and where a parent has undergone gender reassignment.

We follow the Church of England's guidance, *Valuing All God's Children*, and use Stonewall materials like *Different Families, Same Love*. Our reading and teaching materials reflect diverse family structures.

Objective 4



Everyone applying for a position at St Mary's can be confident that they will have equality of opportunity in their application.

All staff and governors involved in recruitment are trained in equal opportunities and unconscious bias. Job adverts are placed in multiple venues to reach diverse applicants and state our commitment as an equal opportunities' employer. Positive action may be considered for applicants with protected characteristics.