



Join the faith and learning journey



St Antony's Roman Catholic Primary School

EQUALITY STATEMENT 2023-2025

OUR MISSION STATEMENT

St. Antony's School is part of the Roman Catholic community of the Holy Family, where Jesus Christ is our inspiration as we raise standards and aspirations for all of our children.

INCLUSION STATEMENT

In this school, we are educating our children to:

- know who they are - a special and unique gift from God
- know why they are here - we all have a purpose and responsibility to look after God's world
- work hard and aim high for their future- find and use their God given talents to be what God intended them to be.

We are a Catholic community, in a modern society, where everyone is equal. The most loving and merciful Jesus Christ is our role model, and He welcomed everyone. All children are welcome in our school, and they and their families become part of our St. Antony's family. We will love and nurture them, and do our best to help them, on their faith and learning journeys, to become what God wants them to be.

In line with our mission as a Catholic school we will seek equality for all by adhering to The Beatitudes and the Equality Act 2010.

The Beatitudes

Blessed are the poor in spirit, for theirs is the kingdom of heaven. Am I thankful for all that I have? Do I thank God for all that I have been given? Do I have more than I need? Do I share my abundance?

Blessed are they who mourn, for they shall be comforted. Do I reach out to those who are sad or do I ignore them? Do I share my sadness with others and especially with God?

Blessed are the meek, for they shall inherit the earth. Am I gentle or am I sometimes pushy or bossy? Am I a bully?

Blessed are those who hunger and thirst for righteousness, for they shall be satisfied. Do I stand up for those who are being bullied and do I ignore the situation? Do I follow the teachings of Jesus and the Church? Do I practice the works of mercy?

Blessed are the merciful, for they shall obtain mercy. Do I freely share with others? Do I befriend those who are left out or lonely? Am I forgiving or do I hold a grudge?

Blessed are the pure in heart, for they shall see God. Do I put God at the centre of my decisions and life? Do I think anyone or anything is more important than God? Do I live my life according to the teachings of Jesus and the Church?

Blessed are the peacemakers for they shall be called sons and daughters of God. Do I value everyone as a child of God? Do I try to get along with everyone, especially family, neighbours and classmates?

Blessed are they who are persecuted for righteousness' sake, for theirs is the kingdom of heaven. Do I follow the teachings of Jesus and the Church, even if my friends disagree? Do I remember that Jesus suffered and died for my sake and the sake of others?

Equality information and objectives

Say among the nations, "The Lord reigns! Yes, the world is established; it shall never be moved; he will judge the peoples with equity." Psalm 96:10

Our school commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Aims

At St Antony's RC Primary School, we want equality for all. This is not simply ensuring that everyone has the same opportunities; it is providing equity through resources and experiences so that children's different requirements are accommodated. In this way, children can then be treated equally. Many of our families live in social and economic disadvantage. Pupils come to school dealing with family crises, SEMH issues, medical needs, hunger, poverty and language barriers. We must deal with all of these needs

to provide equity so that pupils can then be treated equally. Examples of how we do this include:

- to provide a modern, inclusive curriculum which reflects Gospel values
 - providing free breakfast, grab bags and food parcels so hunger is not a barrier to learning
 - all staff are trained to recognise trauma and be ACE aware so that strategies can be put in place to get each child in a good state of being ready to learn
 - train specialist staff to support children with gender or gender identity needs
 - recruiting staff who represent our community
 - recruiting staff who are strong role models from a variety of backgrounds and characteristics
 - making financial choices which put removal of barriers as a priority
 - using adaptive teaching and support staff in a fluid way to support different children at times of need
 - being individually focused to remove individual barriers for a child
 - building close, trusting relationships with families to help remove barriers
 - ensuring strong pastoral support is in place for all, pupils and staff, to provide the best teaching and learning environment
 - making sure that our school is a safe and secure place for everyone
- make sure that no-one experiences less favourable treatment or discrimination because of:

- ✓ age
- ✓ disability
- ✓ ethnicity, colour or national origin
- ✓ gender
- ✓ gender identity (they have reassigned or plan to reassign their gender)
- ✓ marital or civil partnership status
- ✓ being pregnant or having recently had a baby
- ✓ religion or belief
- ✓ sexual identity and orientation.

We aim to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.

We want all stakeholders to attain more highly, have better health, be socially skilled, be financially sufficient, be more aspirational for themselves and their children and live a longer, happier life.

Our objectives for 2023-2025 are:

We want all pupils, staff and parents to feel comfortable, safe and valued in school; we will do this by:

- Prioritising the emotional wellbeing of pupils, staff and families
- To ensure resources are representative of all stakeholders in our community

- Prioritising good communication and oracy so that every person feels heard and valued; pupils and staff have the confidence to speak their truth and stand up for what is right.

For more information please contact:

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