



## St Peter's C of E Primary Academy Mansfield

### Equality Objectives Statement

<b>Policy:</b>	Equality Objectives Statement
<b>Approved by:</b>	
<b>Date:</b>	28.01.2026
<b>Review Cycle:</b>	Annual/Three yearly

<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Changes</b>
2	28.01.26	J Kaluza	Demographic information  Objective 1 Updated SEND profiles to IEPs  Objective 2 actions needed updated

In our St. Peter's community, everyone (adults and children) knows that they are valued as God's children. Their gifts are discovered, valued and nurtured so that all can flourish to live life in all its fullness.

St. Peter's CofE Primary Academy Mansfield is part of the SNMAT. As a church school, we believe in the dignity and worth of all members of our school and community. It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. We aim to promote an environment where everyone feels happy, safe and secure.

At St. Peter's CofE Primary Academy Mansfield, we see all members of the school community as special, unique individuals who are created in God's image; they deserve to be treated with respect without any form of discrimination. We aim to cater for children as individuals, appreciate their needs and enable them to be as roundly educated as possible in order to flourish in their everyday life in a multi-faith and multi-cultural world.

At St. Peter's CofE Primary Academy, we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Age.
- Marriage / civil partnership.

St. Peter's CofE Primary Academy aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. We want pupils to learn to live together well.

### **Aims to eradicate discrimination**

St. Peter's CofE Primary Academy believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

### **Dealing with prejudice**

St. Peter's CofE Primary Academy does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place, which is both fair and firm.

At St. Peter's CofE Primary Academy, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regards to their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Age.
- Marriage / civil partnership.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

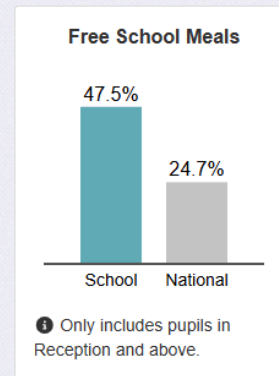
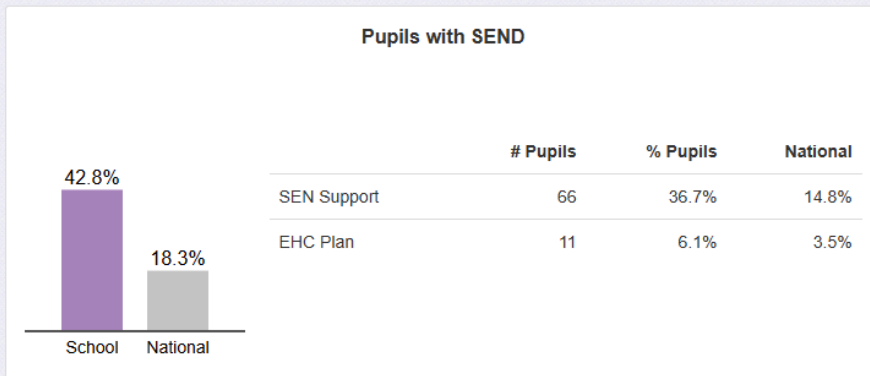
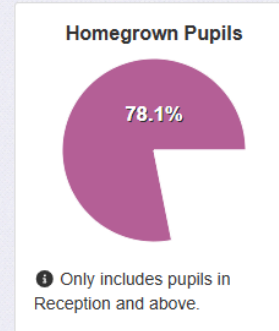
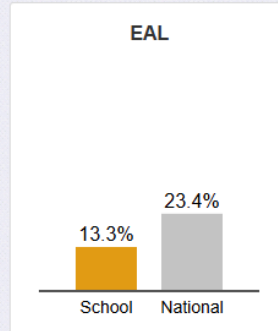
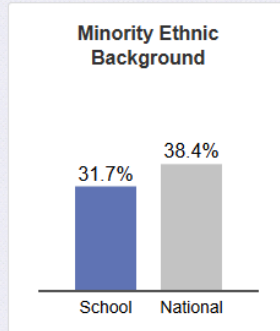
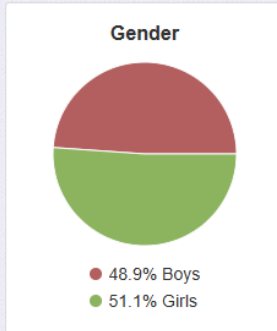
Prejudice is not tolerated at St. Peter's CofE Primary Academy and we are continuously working towards a more accepting and respectful environment for our schools community.

### **Information about the Pupil Population (January 2026):**

# Demographics of St Peter's CofE Primary Academy Mansfield

2025-2026: 180 Pupils

 Print



## Equality Objectives

To ensure that teachers adapt teaching to meet the needs of children with SEND.

Objective 1: To ensure that teachers adapt teaching to meet the needs of the children with SEND.			
Action	Lead	Monitoring	Action needed
Barriers to learning are removed	Teachers, SENDCo	<ul style="list-style-type: none"> <li>completion of barriers to learning documents.</li> <li>learning walks show adaptations for children with SEND.</li> <li>IEPs complete.</li> </ul>	<ul style="list-style-type: none"> <li>complete barriers to learning document for each class</li> <li>identify strategies that can be used in the classroom to overcome barriers to learning</li> <li>work with SENDCo</li> </ul>
Physical disabilities	SENDCo, Teachers	<ul style="list-style-type: none"> <li>class teachers have adapted learning environment</li> <li>external consultations</li> </ul>	<ul style="list-style-type: none"> <li>review and adapt learning environment</li> <li>ensure inclusion within all aspects of the school day</li> </ul>
Objective 2: to ensure our school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including race and religion.			
Action	Lead	Monitoring	Action needed
Update curriculum, including PSHE, to ensure that children have awareness and appreciation of other races and	Subject leads	<ul style="list-style-type: none"> <li>curriculum intent and long term plans</li> <li>pupil voice</li> <li>CPOMs logs</li> </ul>	<ul style="list-style-type: none"> <li>RE lead to develop links with other places of worship</li> <li>curriculum</li> </ul>

religions			<p>leads to review their subject through the lens of appreciating other religions and people of different race</p> <ul style="list-style-type: none"> <li>•</li> </ul>
Collective worship celebrates Christianity in other countries and for people of different race	collective worship lead	<ul style="list-style-type: none"> <li>• long term CW plan</li> <li>• collective worship observation</li> </ul>	<ul style="list-style-type: none"> <li>• review collective worship plans</li> <li>• planned images incorporate Christians of different race</li> <li>• representations of Jesus that challenge the western image</li> </ul>
Objective 3: to promote positive attitudes to difference of economic background			
Action	Lead	Monitoring	Action needed
promote an understanding of poverty through a range of literature	subject lead	<ul style="list-style-type: none"> <li>• curriculum mapping</li> <li>• prejudicial CPOMs linked to poverty</li> </ul>	<ul style="list-style-type: none"> <li>• identify age-appropriate literature sequenced within the curriculum</li> <li>• circle time forums for children to explore their understanding of poverty</li> </ul>

PSHE curriculum covers economic well being	subject lead	<ul style="list-style-type: none"><li>● curriculum mapping</li></ul>	<ul style="list-style-type: none"><li>● PSHE curriculum mapping</li></ul>
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### **Information about our employees**

If we have more than 150 employees we are required to publish information about them. The school currently has approximately 36 employees and is therefore not required to do so.