

What does St Mary's Primary School do to eliminate discrimination?

- We promote a clear vision and set of values that encourage every member of our school community to be **Confidently Me**, respecting and celebrating the unique qualities, identities and experiences of others.
- We have robust and regularly reviewed policies, including those relating to **behaviour, anti-bullying, safeguarding and child protection**, which make it clear that discrimination, harassment and prejudice are not tolerated in any form.
- We are committed to removing barriers to learning and participation by making reasonable adjustments where required and ensuring that all pupils can access the opportunities available to them.
- We ensure that equality, diversity and inclusion are considered in all areas of school life and decision-making, in line with our duties under the Equality Act 2010. Decisions are reviewed to ensure that they promote fairness and inclusion for all.
- School leaders and governors are committed to fair and inclusive employment practices. Recruitment, professional development, promotion and staff wellbeing are managed fairly and without discrimination.
- Through our curriculum, assemblies, personal development programme and wider enrichment opportunities, pupils learn about equality, diversity, respect and inclusion. Children are encouraged to understand different perspectives and challenge stereotypes and prejudice.
- We foster a culture of **Belonging Together**, where every child, member of staff and family feels welcomed, valued and included as part of our school community.
- We support pupils to be **Challenged to Contribute** by encouraging them to take an active role in improving their school and wider community, developing empathy, responsibility and respect for others.
- Equality of opportunity and non-discrimination underpin all aspects of school life and extend to pupils, staff, parents, carers, governors and visitors. Everyone is expected to contribute positively to maintaining an inclusive environment.
- We actively challenge discriminatory language, behaviour and attitudes and work with pupils and families to promote understanding, acceptance and positive relationships.
- We regularly review our policies, procedures and practices to ensure that we continue to advance equality of opportunity, eliminate discrimination and foster good relations between all members of our community