Equality, Diversity & Inclusion Objectives
2026/2027

St Francis' Catholic Primary School is commitment to equality in everything that we do. We are committed to equality in both employment and education provision. We recognise the diverse nature of our locations and services, and aim to ensure that students, parents, governors, employees, contractors, partners, directors, clients and those who may potentially join the school community, are treated fairly, and with dignity and respect.

Objective	Measurable actions	Review date	Responsibility
To increase staff understanding of equality and its implications on a day-to day basis, and so to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.	• All staff to receive training, including training delivered by the Trust, over the course of the academic year on the topic of equality, inclusion and diversity, to increase understanding of issues that exist within the education system and society more generally. • Allocation of time in pastoral and curriculum time to consider as barriers to student attainment - particular consideration given to those with protected characteristics. • To monitor assessment and other data at regular intervals (at half termly Pupil Progress Meetings/DSL Meetings) to ensure that children with protected characteristics are not falling behind.	14.7.2027	Head/All staff
To proactively prevent and address racism by developing staff and pupils' understanding of equality, diversity and inclusion, and by actively challenging discriminatory attitudes, including those influenced by extreme views in the local community.	• All staff to receive annual training on recognising and responding to racism, including indirect and low-level behaviours. • Provide staff guidance on managing sensitive discussions and challenging misinformation appropriately. • Ensure consistent use of school systems to record and monitor racist incidents.	At DSL Meetings and termly safeguarding reviews; at appropriate points in the school calendar	Head/LGC/All Staff

Equality, Diversity & Inclusion Objectives
2026/2027

	• Embed 'Show Racism the Red Card' resources into PSHE, assemblies and themed curriculum weeks. • Monitor behaviour, safeguarding and incident data to identify patterns and trends, providing targeted support where appropriate. • Communicate the school's zero-tolerance approach to racism through school communication, newsletters and meetings. • Provide guidance and resources to support families in discussing diversity and respectful behaviours. • Celebrate diversity through community events, cultural activities and inclusive curriculum opportunities.		
To increase understanding of equality through direct teaching across the curriculum	• Request Sussex Library Service to provide texts read in class to increase stories that consider diverse experience. • Kapow curriculum has been reviewed to ensure a diverse representation of cultural capital. • Ensure PSHE (Tenten) and RSE schemes of work include a range of examples and avoid gender stereotypes particularly when looking at family units, relationships, sexual abuse and harassment. Safeguarding Curriculum Map to be reviewed to include protected characteristics/EDI. • Regular promotion/discussion of British Values. • Increase teaching of different religious holidays to develop students understanding of other faiths. Include members of our community and leaders from other faiths to share how	14.7.27	Curriculum Lead/Reading Lead/PSHE Lead/SLT

Equality, Diversity & Inclusion Objectives
2026/2027

	these are celebrated through assemblies and talks and cultural calendar. • Use story time to educate on range of protected characteristics through reading. • Increase range of books in school that include characters with disabilities such as ADHD, dyslexia. • Increase range of books in school that include languages that represent our school community • Governing body to reflect diversity of school community. • Actively recruit a diverse range of staff.		
To increase experiences of all students in academia and sports to make them more aware of a range of opportunities so they may aspire to non-stereotypical professions.	• Where gender-specific sports teams are run there should be as diverse a range of sports as offered to female and male students. Girls' sports teams to take part in equal number of competitive matches as boys' sports team. • Enrichment opportunities through class trips and educational opportunities to build on children's cultural capital. • Collaborate with Surrey Arts to promote music opportunities for children with limited exposure to music.	14.7.27 Regularly review fixtures and club participation	PE lead / Curriculum lead/ Fixtures Organiser
To address inequalities in attainment by addressing barriers, with particular focus on barriers related to the protected characteristics listed in the Equality Act.	• To continue to link messages in Gospel Assembly to St Francis' School Values to Catholic Social Teaching Values and to Fundamental British Values, allowing links to be made between these as well as between each set of values and the Gospel passage. • When planning sequences of learning, individual lessons, learning tasks and resources, to include consideration of barriers to learning experienced by children in vulnerable groups and those who have Protected Characteristics.		

Equality, Diversity & Inclusion Objectives

2026/2027

To increase the membership of vulnerable pupils taking part in extra-curricular clubs and activities, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.	• Develop robust system to monitor attendance of all students taking part in extra-curricular clubs and activities. • Allocate some Pupil Premium funds to help support those from disadvantaged backgrounds to attend extra-curricular opportunities where the barrier is financial.	14.7.27 Regularly review club participation	SLT /Arbor lead