

Our Lady of Lourdes Catholic Nursery and Primary School



Equality Objectives

2024-2026

Equality Objectives for Our Lady of Lourdes Catholic Nursery & Primary School

As a Catholic primary school, we are committed to upholding the Gospel values of love, respect, and dignity for all. Our mission aligns with the teachings of Christ, ensuring that every child is nurtured in a safe, inclusive, and supportive environment where they can flourish academically, socially, and spiritually. In line with the Equality Act 2010, we have set the following objectives:

1. Promote Inclusion and Equal Opportunities

We will ensure that all children, regardless of their background, ability, or circumstances, have equal access to a high-quality education, enrichment activities, and opportunities to succeed. This includes:

- Providing appropriate support for children with SEND, EAL, and those from disadvantaged backgrounds.
- Celebrating the diversity of our school community through the curriculum, collective worship, and school events.
- Encouraging participation in extracurricular activities from all groups, including those who may face barriers to engagement.

2. Foster a Culture of Respect and Catholic Social Teaching

We will actively promote respect for others and challenge discrimination by:

- Embedding Catholic Social Teaching principles such as solidarity, dignity, and the common good in our curriculum and daily interactions.
- Delivering age-appropriate lessons on equality, diversity, and inclusion through PSHE, RSE, and RE.
- Encouraging pupil voice and leadership, ensuring all children feel heard and valued.

3. Narrow Gaps in Attainment and Progress

We will work to reduce disparities in achievement between different groups, particularly:

- Identifying and addressing gaps in attainment for disadvantaged children and those with additional needs.
- Providing targeted interventions and pastoral support to ensure all children reach their full potential.
- Monitoring data to ensure fairness and equity in progress and attainment across all year groups.

4. Strengthen Parental and Community Engagement

We will work closely with parents, carers, and the wider community to promote equality and inclusion by:

- Hosting parent workshops and events that support understanding of key issues such as inclusion, SEND, and mental health.
- Partnering with local organisations, parishes, and charities to support social justice initiatives and outreach.

- Encouraging positive relationships between home and school, ensuring parents feel valued as partners in their child's education.

5. Promote Wellbeing and a Positive Learning Environment

We will support the mental health and wellbeing of all children and staff by:

- Ensuring pastoral support systems are in place for children who may need emotional and social support.
- Providing staff with training on mental health, wellbeing, and inclusive practices.
- Creating a school environment where everyone feels safe, supported, and valued.