



Equality Information and Objectives 2025-2026



St Martin's School Equality Information and Objectives are published in accordance with the Public Sector Equality Duty (PSED): Equality Act 2010

We are a school community that values education as a right for all. We have high expectations and work to ensure every child reaches their potential in a happy, safe, and inclusive environment. We value individuality, mutual respect, and positive relationships.

1. Eliminating discrimination, harassment and victimisation

- We comply fully with the **Equality Act 2010** and ensure all staff understand their duties through induction, policies, and training.
- Staff complete **sexual harassment and bullying training** in line with the Worker Protection (Amendment of Equality Act 2010) Act 2023.
- Clear policies (Behaviour, Anti-Bullying, Complaints, Equality & Diversity) ensure incidents are dealt with promptly and effectively, with records kept and reported where required.
- Our **Staff Code of Conduct** and **Staff Handbook** set out expectations, and breaches are addressed through clear procedures (available on National College).

2. Advancing equality of opportunity

- We collect and analyse accurate data on pupils with protected characteristics, including gender, EAL, GRT, SEND, and Pupil Premium.
- Leaders and governors rigorously monitor progress and take action to close gaps in attainment and experience.
- Equality objectives are reviewed annually and updated to reflect needs.

3. Fostering good relations

- Our inclusive ethos celebrates diversity and difference across the curriculum and daily school life.
- **PSHE, RE, SMSC, and assemblies** actively promote respect, tolerance, and British values.
- **Talk-time sessions** and community engagement (church links, visitors, trips, cultural days) provide opportunities to challenge prejudice and build understanding.
- Staff at all levels model positive communication with parents and the wider community, ensuring school information is accessible and welcoming.

Review of Equality Objectives 2024-2025

Equality Objective 1: *To improve outcomes for all pupils, particularly for those with SEND and particularly in English Writing.*

- **Review:** Across the year, there was a clear focus on adaptive teaching practices. Teachers used physical resources as well as digital tools (such as White Rose's visual representations/Infinity resources as well as Widgeit) to support those with SEND to access learning, maintaining high expectations of these pupils. As a result, pupil progress data for those with SEND showed some acceleration, with 33% of children listed on the SEND register making accelerated progress in Reading, 36% accelerated progress in Writing, and 42% accelerated progress in both Maths and GPS. This has allowed gaps to close, with more children across the

school who were previously working significantly behind peers, closing the gap to WTS. Further work is now required to push these pupils to achieve age-related standards.

Equality Objective 2: *To ensure our curriculum and collective worship schedule is well-implemented so that equality and diversity are embedded across the curriculum, teaching, activities, interaction, CPD, etc*

- **Review:** The Collective worship schedule was reviewed to ensure it reflected equality and diversity as core themes running throughout the terms. This was delivered in line with the planned schedule. In English, core texts were reviewed, and adjustments were made to ensure diversity in authors, characters, and themes. Teachers reported positive engagement from pupils when exploring inclusive and representative texts. There is still further work to be done to strengthen links between curriculum content and pupils' lived experiences, ensuring this is explicitly embedded in medium-term planning.

Equality Objective 3: *Address attainment disparities between vulnerable pupils (SEND, Pupil Premium) and their peers through targeted support.*

- **Review:** Interventions and targeted strategies were implemented, with some positive impact in narrowing gaps in reading and maths progress. However, attainment gaps remain, particularly in writing, and attendance issues for some vulnerable pupils continue to impact outcomes. Ongoing strategic work with families and consistent monitoring are needed to sustain improvement.

Equality Objectives 2025-2026

Equality Objective 1: To reduce the attainment gap between disadvantaged pupils (including Pupil Premium and SEND) and their peers in core subjects, with a particular focus on writing. Progress and attainment data will be closely monitored, and targeted interventions will be evaluated for impact each term.

Equality Objective 2: To actively promote equality and diversity across the wider curriculum and wider school life by embedding inclusive teaching practices, ensuring that assemblies, displays, resources, and enrichment activities represent a diverse range of cultures, backgrounds, and experiences.

Equality Objective 3: To improve attendance for pupils in vulnerable groups (including disadvantaged pupils, pupils with SEND, and those with persistent absence), remaining at least in line with national averages, and closing the gap for persistent absenteeism. This will be achieved through strengthened pastoral support, consistent monitoring, and proactive engagement with families.

Objectives will be reviewed annually.