

Equality Statement and Objectives



St Oswald's RC Primary School Mission Statement

St Oswald's is proud to be a Roman Catholic school where every person is helped to do their best to succeed in a place of love, peace and safety, following the teachings of Jesus. In our school family, we are enthusiastic learners and teachers.

'Nihil Satis Nisi Optimum - Only the best will do'

Vision

In order that we might have life in all its fullness, our school will:

Welcome - Be warm and welcoming towards all visitors to our school, just as Jesus welcomes us to the family of God.

Welfare - Be ready to forgive as Jesus taught us. To always say sorry with honesty, courage and meaning. Show love and kindness by trying to think of the needs of others before our own. Thank God for our talents and celebrate achievements earned through working hard, aiming high, and always believing we can reach our goals. To make God's world a better place.

Word - Follow the teachings of Jesus by loving, respecting and accepting one another. Give children as well as adults the chance to have a voice in the future development of our school. To place the Word of God at the centre of all that we do.

Worship - To say our prayers meaningfully and worship the Lord our God joyfully with all our hearts.

Witness - Find love and kindness here and when we leave take lasting friendships and happy memories with us. To be witnesses of a Loving God who is at the heart of all we do.

Here at St Oswald's we continually seek to provide Equality of Opportunity for all members of the school community whatever their disability, age, gender, race, nationality, religion, marital status, maternity, sexual orientation or background. We recognise that people have different needs and treating them equally does not always mean treating them exactly the same. We recognise that some members of the school community will need additional support to enable them to fully access school services. We strive to challenge discrimination and prejudice of all levels in the school community.

Specific Duties

We have two Specific Duties under the 2010 Equality Act:

- To publish information to demonstrate our compliance with the general duty to promote equality
- To prepare and publish one or more equality objectives

We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we are committed to.

Objectives

Objective 1: To maintain the ethos of equality and inclusiveness in our school community.

- Continue to offer equal opportunities for all children, staff, governors and visitors in relation to each of the Protected Characteristics.
- Equality Charter displayed in school alongside welcome signage for all throughout school
- Equality and Diversity Working Party established in the form of RotaKids.
- Rotakids will lead our school community in being given a clear voice and our school provides a safe space for discussion, challenge and questions.

- Resources are representative of our community and continually updated to ensure we are inclusive for all, meeting the needs of individual classes as well as the school as a whole within all of the Protected Characteristics.
- All backgrounds and orientations are valued and celebrated.

Objective 2: To celebrate and embed diversity and to promote cohesion.

- Celebrations and events to value backgrounds and heritages of pupil, parents and staff, e.g., religious festivals, Chinese New Year, Islam week, Black History Month
- Children are proud of the family that they are growing up in; different families same love.
- All children are given equal learning opportunities across all year groups.
- Our FSW and the rest of the school stakeholders reduce unnecessary costs to all families and offer further support on an individual needs basis.
- The reviewed RSHE curriculum promotes understanding of all in our school community and the draft policy reflects this, with parent consultations being sent out in the Summer Term.
- PSHE work based on diversity and celebrating our similarities and differences, underpinned by a commitment to the teaching of our British Values.
- Cultural Capital is maximised across the school and includes all year groups.

Our school is working towards achieving the Lancashire Equality Mark and will be working on the following three badges to complete the award; Holistic Diversity, Sex and Sexual Orientation.

Review Process: This statement will be reviewed in September 2026

K Holden Equality Lead