



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.

Equality Information and Objectives Statement

We are committed to our duties under the Equality Act 2010. At St Oswald's, our general duties with regard to equality are:

- eliminating discrimination
- fostering good relationships
- advancing equality of opportunity for all members of our school community

We will not discriminate against or victimise any pupil, prospective pupil, staff member, parent or carer, governor, or any other member of the school community because of their:

- race, religion or beliefs
- sexual orientation
- gender reassignment
- pregnancy or maternity
- marriage or civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with a special emphasis on promoting equality and diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination but fostering a fully inclusive understanding and appreciation of diversity for all.

Aims to eradicate discrimination

We believe that every member of our school community here at St Oswald's, will achieve the best versions of themselves by embedding a respect for us all as individuals. The vision of our school reflects this main aim. Our commitment to this clear vision will be achieved by:

- Always treating each individual of our school community fairly.
- Being respectful to everybody.

- Continuing to develop a clear understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like and how this aligns with our school's vision.
- Adopting an inclusive curriculum that is accessible and fun for all.
- Encouraging compassion and open-mindedness.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek support if they feel they require further knowledge in a particular area.

Throughout the year, St Oswald's continues to provide a variety of opportunities to celebrate diversity including:

- Planning activities for key diversity awareness days across the academic year.
- Inviting guest speakers to talk to pupils about diversity.
- Including all stakeholders in the delivery of our inclusive curriculum.
- Incorporating lessons about diversity into our curriculum and interactive learning environments.

Equality and dignity in the workplace

We do not discriminate against any member of staff with regard to their:

- race, religion or beliefs
- sexual orientation
- gender reassignment
- pregnancy or maternity
- marriage or civil partnership

Equality of opportunity and non-discrimination extends to the treatment of all members of our school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. Prejudice is not tolerated and we will continually strive to be a respectful and inclusive school here at St Oswald's.

September 2025

Date for Review: September 2027

Signed *K Holden* Equality Lead
J Jordan School Governor

