



# St Faith's

Church of England  
Infant and Nursery School

## Equalities Information and Objectives

"Our inclusive St Faith's family strives to enable all to achieve their full potential and inspire a community of hope and friendship. We seek excellence by ensuring a safe, respectful and flourishing learning community, where differences are celebrated and our genuine love and high expectations make a difference to all."

*Oscar Romero .... "Aspire not to have more, but to be more."*

### Introduction:

As a Church School, the distinctive Christian values of respect, compassion, trust, justice, friendship and community are promoted through the experiences we offer to all our pupils, to give pupils the knowledge, skills and understanding that they require to lead confident, healthy and independent lives. We promote the teaching and understanding of fundamental British values in order to prepare pupils for life in modern Britain. We positively teach the values of democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and for those without faith. Teaching the fundamental British values helps the children to become informed, active and responsible citizens.

This statement outlines the purpose, nature and management of **equality** in our school. It reflects the consensus of opinion of all members of staff. It is based on current practice and has the full agreement of the governing body. The implementation of this statement is the responsibility of the Head teacher, teaching staff and support staff. It is our collective responsibility to raise awareness and that all policies and statements are known, understood and used in an appropriate way.

At St Faith's Church of England Infant and Nursery School, we seek to value everyone and our school is committed to equality in practice. We welcome our legal duties under the Equality Act 2010 as both a provider of education and as an employer to eliminate discrimination and to promote community cohesion across all pupils, potential pupils, families, staff, Governors and our wider community.

### The Equality Act 2010:

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and ensures that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and that employment practice is fair;
- St Faith's Church of England Infant and Nursery School is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- Our school rules, values and policies which support the fact that all staff and children in school have the right to be respected, the right to learn and the right to be safe.

- Our pastoral care, which is provided in school by teaching assistants, teachers and our pastoral support team as well as other staff.
- How we seek the views of our stakeholders, including our families, pupils, staff and Governors through questionnaires, circle times etc.
- Our partnership work with families, including family progress evenings, drop-ins and family learning events which are open to all parents, carers, friends and families.
- Our Collective Worship and our whole school curriculum which embrace a breadth of cultures and is designed to enable children to understand and respect diversity.
- Our school council, who consider the needs of all the school population.
- Our regular charity work and contact with the wider community.
- The recording and reporting of any racist or discriminatory incidents and of any bullying incidents .

**Pupil Information:** (National data taken from *Schools Pupils and their Characteristics Sept 2025*, for state funded Primary schools)

	School Nov 2025	National Sept 2025
KS1 average class size	25	26.2
Gender Male : Female	56% : 44%	50.86% : 49.14%
<b>Ethnicity</b>		
White British	67.27%	60.3%
Any other White background	8.36%	7.7%
White and Black Caribbean	0.36%	1.6%
White and Black African	9.82%	1%
Mixed and any other Mixed background	3.27%	4.6%
Asian, Indian	2.55%	4.2%
Asian and any other Asian background	2.18%	2.3%
Black any other Black background	1.09%	0.8%
Chinese	n/a	0.8%
Any other ethnic group	7.28%	17.7%
<b>First Language</b>		
First Language known or believed to be English	90.90%	78.2%
First Language known or believed to be not English	9.10%	21.8%
<b>Free School Meals</b>		
Eligible for FSM (not including nursery)	16.8%	25.7%
<b>Deprivation</b>		
Indicator	0.24	0.24

Where n/a the data wasn't available in the report or no groups in our school.

The gender of the school workforce as at October 2025 is 96.15% female.

The race distribution of the school workforce as at January 2021 is 96.15% White British.

#### **Our Equality Objectives:**

1. To continue to provide a broad and balanced curriculum which supports children in understanding the value of a diverse and inclusive school, local, national and international community
2. To continue to promote a calm, safe and secure learning environment which has a shared sense of belonging for all who work, learn and use the services of the school
3. To constantly strive for all pupils (with or without protected characteristics) to achieve the highest possible standards in their learning and make good progress
4. To regularly review our accessibility plan and our provision for different groups including curricular and extra-curricular provision

This statement will be reviewed every four years and updated and published annually. Further information regarding the school's practice in relation to our Equalities Duty can be found in our school policies on the website.

Approved by the governing body on:-	January 2026
Signed (Chair of Governors)	<i>Emile Van der Zee</i>
Signed (Headteacher)	<i>Amanda Konrath</i>
Review Date	January 2028