



Meeting Our Equality Duty at St. Paul's and All Hallows' Infant and Junior Schools

Our school has a strong Christian ethos which is truly inclusive and actively celebrates diversity. We believe that all members of our community are of equal worth and we want this to be the experience of everyone. We demonstrate our commitment to this by prioritising the well-being and progress of every child in our school and by striving to ensure that all members of our community are treated fairly in all situations.

We believe that the Equality Act provides us with a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we tackle any issues of disadvantage and underachievement of different groups represented in the school as soon as we find any.

Our approach to equality is based on the following 7 key principles:

- All learners are of equal value
- We recognise, respect and value difference and understand that diversity is a strength
- We foster positive attitudes and relationships
- We foster a shared sense of cohesion and belonging
- We observe good equalities practice for our staff
- We have the highest expectations of all our children
- We work to raise standards for all pupils, but especially for the most vulnerable

Having looked at our school's improvement priorities and carefully analysed pupil data, we have identified 3 equality objectives which we want to achieve over the next 3 years. We have also considered national priorities that have been identified by OFSTED and SIAMS.

We will measure our success in meeting the Public Service Equality Duties by the extent to which we achieve these objectives over the next 3 years and by how much outcomes improve for all priority groups within the school. Our Equality Objectives for 2024-2027 are:

Objectives	Progress towards meeting objectives
We will strive to ensure that all pupils achieve at least age expected outcomes by the end of each phase; those with the potential to work at greater depth level are identified early, and targeted support given to them to enable them to work at greater depth.	
We will provide a broad and rich curriculum that will include enrichment opportunities for our pupils. These	



ST PAUL'S AND ALL HALLOWS' CHURCH OF ENGLAND SCHOOLS

Learning to love, Loving to learn

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Assistant Head: Miss Kelly Thompson

will include trips, visitors, opportunities to develop cooking skills, sustainability through gardening, being eco-friendly and to enable pupils to challenge all forms of injustice.	
We will ensure that learning is accessible to all groups, particular SEND pupils. This will be achieved through adaptive teaching, additional interventions and/or reasonable adjustments where appropriate.	

We believe that through promoting equality and celebrating diversity, we can help prepare our pupils to be responsible, respectful citizens in a diverse world.



LDBS Academies Trust School

The school is a part of LDBS Academies Trust, a charitable company limited by guarantee registered in England and Wales (Number 08182235).

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