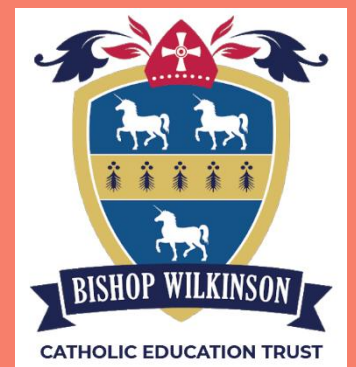




Equality Objectives

2025-2026



ST. ALBAN'S VIRTUES

Help us to be loving and kind,
Teach us to be tolerant and
compassionate,
Guide us to be honest and forgiving,
Give us the strength to be brave and
courageous,
Inspire us to be generous in giving
and sharing,
help us to be fair and seek justice,
always.

May St. Alban's be a place of love,
learning, and hope,
*where we work together to live life to
the full.*
Amen.



Objective 1. Deepening a Gospel-Rooted Culture Where Everyone Belongs

Context

At St Alban's Catholic Primary School, our mission to "*live life to the full*" is clearly reflected in the way our community values, nurtures and celebrates each individual. Rooted in the Gospel, we actively promote dignity, kindness and respect so that every child and adult is recognised as a unique child of God.

Our strong relationships and positive culture mean that incidents of discrimination are rare. However, we remain committed to continually strengthening understanding, ensuring that all members of our community feel confident to recognise, challenge and prevent any form of unfairness. In doing so, we ensure St Alban's remains a place of welcome, safety and deep belonging.

Actions

- Build on existing strong practice through ongoing staff formation in recognising and addressing discrimination, rooted in Catholic Social Teaching.
- Further develop the Personal Development and RSE curriculum to explicitly and progressively teach dignity, equality, justice and respectful relationships.
- Continue to embed Gospel values through collective worship, assemblies, curriculum experiences and daily interactions.
- Strengthen pupil voice, giving children regular opportunities to reflect on fairness, belonging and how they can contribute positively to the school community.

Intended Outcomes

- Pupils consistently demonstrate respect, empathy and an understanding of human dignity.
- Children feel confident to speak up, support one another and challenge unkindness appropriately.
- A sustained culture where Gospel values are clearly lived, enabling all to truly *live life to the full*.

Progress Checks

- Termly review of behaviour records to monitor and respond to any patterns.
- Pupil and staff voice evidencing strong feelings of belonging, safety and respect.
- Governor updates recognising strengths and supporting continued development.

Objective 2. Enabling Every Child to Flourish and Achieve Their Potential

Context

At St Alban's, to *live life to the full* means ensuring every child flourishes academically, socially and spiritually. We are proud of our inclusive ethos, where pupils are well supported and encouraged to achieve their best.

We recognise that some pupils, including those eligible for pupil premium, those with SEND, or those needing to build confidence, may require additional support at different stages. Our aim is not simply to close gaps, but to enable every child to experience success, develop confidence and grow in aspiration.

Actions

- Continue to use precise assessment to provide timely, targeted and responsive support.
- Strengthen quality-first teaching through coaching and professional dialogue, focusing on adaptive teaching, scaffolding and effective feedback.
- Hold regular pupil progress meetings to celebrate success and respond quickly to emerging needs.
- Enrich opportunities that build cultural capital, confidence and aspiration for all pupils.

Intended Outcomes

- All pupils, including vulnerable groups, make strong progress from their starting points.
- Differences in attainment diminish over time alongside increased confidence and engagement.
- Pupils demonstrate resilience, independence and pride in their learning.

Progress Checks

- Regular analysis of attainment and progress information.
- Monitoring of intervention impact and classroom practice.
- Pupil and parent voice reflecting positive and supportive learning experiences.
- Clear reporting to governors on progress and impact.

Objective 3. Nurturing Staff Confidence, Wellbeing and Vocation

Context

Staff at St Alban's are central to ensuring our mission to *live life to the full* is realised each day. Through their care, commitment and strong relationships, they create a nurturing and inclusive environment where all can flourish.

We recognise the importance of supporting staff wellbeing, confidence and professional development so they can continue to thrive in their vocation and provide the highest quality experience for pupils.

Actions

- Build on strong existing practice through continued professional development in equality, inclusive teaching and relational approaches.
- Promote a positive and supportive staff culture through regular wellbeing check-ins and opportunities for staff voice.
- Strengthen capacity in mental health leadership and staff development.
- Engage staff in reviewing key policies to ensure clarity, confidence and consistency in implementation.

Intended Outcomes

- Staff feel supported, valued and confident in their roles.
- Positive staff wellbeing, reflected in strong morale and collaboration.
- Consistent, relational approaches that reflect Gospel values across the school.

Progress Checks

- Regular staff feedback and wellbeing surveys.
- Monitoring and evaluation of CPD engagement and impact.
- Review of behaviour and safeguarding practices for consistency.
- Governor oversight of staff wellbeing and development.