



## St Michael's C of E VA Primary School

Our school vision is to provide a nurturing learning environment and a curriculum that develops character, teaches lifelong learning skills, fosters creativity and provides opportunities for exploration

As a Church School we seek to ensure that the ethos and principles of Christianity underpin the experiences of the children in our care.

so that all pupils can experience

'Life in all its fullness' (John 10:10)

# Equality Policy 2022

Approved by Governing Body (FGB):  
Last reviewed by Governing Body (CC):  
Next Review Date:

November 2022  
November 2019  
November 2025

Signed

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Date 01. 12.2022

## **St Michael's C of E VA Equalities Policy**

### **Aims**

St Michael's School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

### **Legislation**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools

### **Statement and Principles**

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and that diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At St. Michael's C of E VA school, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

This policy was drawn up as a result of discussion within a working party made up of representatives of teaching and support staff, pupils, parents, and governors and has been shared with the whole school community.

### **Specific roles and responsibilities**

The Governors will:

- Issue an equalities statement for the school. These principles should be the basis of school policies and objectives
- Monitor that the school is compliant with legislation and statutory guidance
- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff,

pupils and parents, and that they are reviewed and updated at least once every four years.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Ensure that they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

## **Policy Commitments**

### **Promoting Equality: The ethos and culture of the school**

- At St Michael's C of E VA School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school
- The children are encouraged to greet visitors to the school with friendliness and respect
- The displays around the school reflect diversity across all aspects of equality and are frequently monitored
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities)
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example, through advocacy, the School Council, pupil perception surveys and there are regular opportunities to engage with pupils about their learning and the life of the school
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

### **Promoting Equality: Curriculum**

- We will ensure that curriculum planning reflects a commitment to equality;
- We will ensure that the curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality
- The curriculum will promote attitudes and values that celebrate and respect diversity
- We will challenge discriminatory behaviour and language wherever it occurs;
- We aim to use of images and materials which positively reflect a range of cultures, identities and lifestyles

## **Promoting Equality: Achievement**

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation.

To secure the best possible outcomes:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils
- All pupils are actively encouraged to engage fully in their own learning.
- We aim to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement

## **Promoting Equality: Staff Recruitment and Professional Development**

- All posts are advertised formally and open to the widest pool of applicants
- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school
- Access to opportunities for professional development is monitored on equality grounds
- Equalities policy and practice is covered in all staff inductions
- All supply staff are made aware of the equalities policy
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies is kept under regular review.

## **Promoting Equality: Countering and Challenging Harassment and Bullying**

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for monitoring incidents (DSL – Fiona Crooks)
- The school reports to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school.
- See Anti bullying policy; Behaviour policy; Sex and relationships policy; SEN Policy

## **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

- We take action to ensure all parents/carers are encouraged to participate in the life of the school
- We maintain good channels of communication e.g. newsletters and surveys, to ensure parents' views are captured to inform practice

## **Equality Objectives 2022**

**Objective 1:** Ensure the curriculum celebrates diversity (See School Improvement Plan 2022-23 Priority 2)

Why we have chosen this objective: We want children to appreciate and value difference and diversity and to be respectful and understanding of others. We want them to understand that differences are good and should be embraced

To achieve this objective we plan to: provide training for staff in promoting diversity and to spend time analysing our curriculum to maximise opportunities to build pupils' understanding and appreciation of diversity from Foundation Stage year on year throughout the school (Diversity building blocks) as well as to address the potential lack in understanding

**Objective 2:** Raise the attainment of disadvantaged pupils in order to close the gap between these pupils and their peers.

Why we have chosen this objective: Data shows a gap in performance and we want to ensure disadvantaged pupils attain as highly as possible

To achieve this objective we plan to: track progress closely, work with parents and other professionals, upskill staff in providing for different needs, invest in learning support and resources

**Objective 3:** Ensure that newly arrived pupils are made to feel welcome

Why we have chosen this objective: Our school context shows an increasing number of in-year transfers and an increasing number of families with English as an additional language

To achieve this objective we plan to: work closely with new families to identify any potential barriers, provide training for staff on supporting children with English as an additional language, celebrate diversity through encouraging participation in school activities such as Dreamcatcher assemblies

## **Measuring the Impact of this Policy**

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be published for the school community.

The 2012 Action Plan was reviewed in 2016.

The 2016 Action Plan was reviewed in 2019.

The 2019 Action Plan was reviewed in 2022 and can be found on the school website under 'Equality Act' by following the policies tab

The 2022 Policy will be reviewed November 2025