

ST MICHAEL'S C OF E VA PRIMARY SCHOOL



The Equality Act 2010

St Michael's School is committed to meeting its public sector statutory duties to:

- **Eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it

The protected characteristics for school provisions are:

- Age (for staff only), disability, ethnicity and race, gender (sex), gender identity and reassignment, pregnancy, maternity and breast feeding, religion and belief, sexual orientation

The Specific Duties of the Act enable schools to meet their obligations under the Public Sector Equality Duty (PSED). The specific duties require schools to:

- Publish annually information showing compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.
- To set every four years one or more specific measurable equality objectives that further the aims of the equality duty.

The Governing body, supported by the Head Teacher and staff, is responsible for ensuring the implementation of the scheme. Following a review of the 2019 action plan (see Appendix 1 below) and audit of the school's equality provision, Governors identified the key priorities for 2022, as shown below:

Equality Objectives Action Plan September 2022

Equality Objective No 1: To ensure the curriculum celebrates diversity (See School Improvement Plan 2022-23 Priority 2)						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
<p>Children appreciate and value difference and diversity and are respectful and understanding of others.</p> <p>Pupils understand that differences are good and should be embraced.</p> <p>A more diverse range of texts has been purchased</p> <p>Diversity building blocks within the curriculum have been identified</p> <p>Staff and governors show a more in-depth understanding of equality and diversity</p>	<p>Pupil voice</p> <p>Key messages as displayed in the school environment and on the website.</p> <p>Collective Worship planning</p> <p>RSE curriculum</p> <p>Reading spine</p> <p>Curriculum documents</p>	<p>Provide training for staff in promoting diversity</p> <p>Analyse the curriculum to maximise opportunities to build pupils' understanding and appreciation of diversity from Foundation Stage year on year throughout the school (Diversity building blocks)</p> <p>Work with Herts advisory teacher on ways we can further celebrate diversity across the curriculum</p> <p>Provide training for governors in understanding equality and diversity at a greater depth</p> <p>Display quotes 'Valuing all God's children' in the communal areas of the school.</p> <p>Ensure the next set of professional photographs, as well as the 'in house' photographs reflect the diversity of the school. Upload these photos on to the website</p> <p>Reiterate this message as part of Collective Worship and in daily life in the classroom.</p> <p>Provide photographs alongside the 'wisdom' quotes around the school</p>	<p>HT</p> <p>RE/PSHE Sub Leader</p>	<p>Teacher training event</p> <p>Governor training event</p> <p>INSET days and staff meetings – Diversity building blocks 2022-23</p> <p>School Improvement Plan termly reviews</p>	<p>September 2025</p>	

Equality Objective No 2: To raise the attainment of disadvantaged pupils in order to close the gap between these pupils and their peers						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
<p>All disadvantaged pupils say that they enjoy coming to school</p> <p>At least 80% of disadvantaged pupils make good progress</p>	<p>Minutes of pupil progress meetings.</p> <p>Assessment and Progress information</p>	<p>Provide training for supporting the disadvantaged e.g. SEN toolkit</p> <p>Pupil Premium advocates in each class to have an in-depth understanding of the interests of Pupil Premium children and to monitor their wellbeing</p> <p>Track progress closely – core subjects termly, foundation subjects half yearly</p> <p>Pupil Voice</p> <p>'Giving advantage to the disadvantaged' – feedback and marking starts with these children.</p> <p>Discuss disadvantaged pupils first in Pupil Progress Meetings</p> <p>In-school tutoring focus on disadvantaged pupils</p>	<p>Inclusion Manager</p>	<p>End of term pupil progress meetings</p> <p>Half yearly foundation subject data</p>	<p>September 2025</p>	

Equality Objective No 3: To ensure that newly arrived pupils are made to feel welcome						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
<p>New children say that they enjoy coming to school</p> <p>Barriers to learning have been identified</p> <p>Parents say that they feel welcomed and supported to settle into the St Michael's community</p> <p>New families take part in extra-curricular opportunities and in-school activities, such as the Dreamcatcher assemblies</p>	<p>Pupil voice</p> <p>Parent voice</p> <p>Pupil Progress meetings</p> <p>Assessment information</p> <p>Clubs information</p>	<p>Work closely with new families to identify any potential barriers</p> <p>Provide for staff on supporting children with an additional language</p> <p>Celebrate diversity through the website, displays around the school and through the curriculum</p> <p>Encourage families to take part in opportunities in and out of school</p>	HT	<p>Termly Pupil Progress Meetings</p> <p>Termly learning walks and monitoring of the school website</p> <p>Termly club attendance review</p>	September 2025	

Equality Objectives Action Plan September 2019

Equality Objective No 1: To ensure the school environment promotes inclusion and equality, through communal displays, Collective Worship, the school website and in meetings.						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
<p>Members of the school community are able to articulate the school vision of 'Life in all its fullness'.</p> <p>They articulate that all are equally valued and important and their behaviour reflects that ethos.</p>	<p>Pupil voice</p> <p>Key messages as displayed in the school environment and on the website.</p> <p>Collective Worship planning.</p> <p>'Change Team', Staff meeting and Governor meeting minutes.</p>	<p>Share the document 'Valuing all God's children' with governors and staff.</p> <p>Display quotes from this document in the communal areas of the school.</p> <p>Ensure the next set of professional photographs, as well as the 'in house' photographs reflect the diversity of the school. Upload these photos on to the website</p> <p>Reiterate this message as part of Collective Worship and in daily life in the classroom.</p> <p>Wellbeing Award 'Change Team' meetings have equality as an agenda item so that parent voice can be heard</p>	<p>HT and RE/PSHE Sub Leader</p>	<p>Minutes of staff meetings, Change Team meetings and governor meetings (autumn and spring terms 19-20) evidence the importance of the equality message.</p> <p>Website has a more diverse range of photos by the end of the summer term 2020.</p> <p>Pupils and adults say that the school environment helps them to feel valued, empowered and supported.</p>	<p>September 2022</p>	<p>The school website has a more diverse range of photographs.</p> <p>Pupils are able to articulate that all are equally valued.</p> <p>No incidents of racist behaviour have been recorded.</p>

Equality Objective No 2: To ensure the new RSHE curriculum and SRE policy is fully inclusive and meets the needs of all pupils						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
<p>The new SRE policy is fully inclusive.</p> <p>Wellbeing Quality Mark is achieved and confirms the RSEH curriculum and the SRE policy meets the needs of all pupils.</p>	<p>Minutes of subject leader meetings.</p> <p>Minutes of 'Change Team' meetings</p> <p>SRE policy</p> <p>Wellbeing Quality Mark</p>	<p>PSHE subject leaders to work with subject leaders from another CofE school to plan consultation with members of the school community before creating the new SRE policy.</p> <p>Formulate the new SRE policy following consultation with parents, governors and staff.</p>	<p>PSHE subject leaders</p> <p>Curriculum Committee of governors</p>	<p>PSHE subject leaders have a clear plan in place to consult with members of the school community re the SRE policy – Jan 2020.</p> <p>Consultation has taken place by April 2020.</p> <p>Policy is in place by June 2020</p> <p>Wellbeing Quality Mark has been achieved by July 2020</p>	<p>September 2022</p>	<p>Wellbeing Quality Mark was achieved.</p> <p>The new SRE policy is in place, following consultation</p>

Equality Objective No 1: To ensure the curriculum provides opportunities for debate and to promote democracy and equality						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
Pupils can articulate that discrimination of any sort is not acceptable	Observations of PSHE, RE and P4C (Philosophy for Children) lessons. Pupil voice	Staff meeting to be held on ways to meet this objective in PSHE and RE lessons. All staff to be trained in P4C Ensure materials and resources are provided to stimulate debate	HT and RE/PSHE Sub Leader	Staff meeting will have been held – end of autumn 16. All teachers will have been trained in P4C by July 2017 and will have the resources to support this	September 2019	Observations and pupil voice interviews provide evidence that pupils can articulate that discrimination of any sort is not acceptable. 'Big Questions' in RE and P4C lessons provide opportunities for pupils to learn how to debate respectfully.
Equality Objective No 2: To ensure that pupils accept that people having different faiths should be accepted and tolerated						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
Pupils are taught about the major faiths and beliefs. Pupils understand that the freedom to hold other faiths and beliefs is protected by law and that people having different faiths should be accepted and tolerated.	Observations of RE lessons. Record of visits to places of worship of faiths other than Christianity. Planning monitoring.	Herts agreed syllabus is followed RE Sub leader monitors plans and provides feedback to staff Organise visits to places of worship	RE Sub Leader	Planning monitoring by the end of the autumn term '16 will show that pupils are being taught about the major faiths and beliefs All classes will have visited a place of worship	September 2019	There has been a comprehensive review of planning for RE with a clear programme of learning so that all major faiths are taught. The enrichment calendar provides a range of opportunities for pupils to visit places of worship and take part in workshops in school.

Equality Objectives Action Plan – April 2012

Equality Objectives	Protected Characteristic	R	A	G	General Duty	Responsibility	Measurable success indicator	Timing	Review Date
<p>Policies and procedures: Ensure the Equality duties and protected characteristics of race, gender, disability, religion and belief, sexual orientation pregnancy and maternity, gender reassignment are included as an explicit aim in all of the school's policies and key documents.</p>	All		✓		All	Governing body to review existing policies. Staff to include them in all new policies. Governing Body to ensure they are included in all policies they ratify.	Schedule of policies shows that all policies listed comply.	As indicated in schedule of policies and review dates.	July 2013 – Objective met.
<p>Policies and procedures: Consult and engage with parents, pupils and staff to ensure that the school meets the needs of disabled staff, children, parents and families.</p> <p>Review the accessibility plan.</p>	Disability		✓		To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	Head Teacher and Governing Body. Resources Committee.	Improved experience and participation of disabled members of the school community. Any barriers to learning of pupils identified and support put in place. All members of the school community can access the school and take part in everything offered to the school community.	Summer term 2012	Summer term 2013 – Objective met