



Equality and Diversity Policy

Equality Objectives

Approved by:	Board of Directors	
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Reviewed by:	Sarah Luff Head of School	
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Information and Objectives

Contents

1. Aims.....	2
2. Legislation and guidance	2
3. Roles and responsibilities.....	3
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity.....	3
6. Fostering good relations	4
7. Equality considerations in decision-making.....	4
8. Equality objectives	5
9. Monitoring arrangements.....	6
10. Links with other policies.....	6

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1. Aims

Our 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

2. Legislation and guidance

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](#).

3. Roles and responsibilities

The Board of Directors and local governing bodies will:

- 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually. This is via our online learning platform.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Collect attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Collect further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations.

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, philosophy and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls
- Cuts across any religious holidays

8. Equality objectives

Objective 1: Trust objective- *Undertake an analysis of recruitment data and trends with regard to race, gender and disability and report on this to the local governing body.*

Why we have chosen this objective:

So that we can identify any significant differences between particular characteristics and the various roles that groups have applied for during the academic year.

To achieve this objective, we plan to:

Collate and analyse the data that we hold in our information management system and report our findings to the Board of Directors during the year's final meeting.

Progress we are making towards this objective:

Ensuring that all data that pertains to the protected characteristics throughout the recruitment process is accessible and securely stored.

Objective 2: Trust objective- *Train all members of staff and governors and Directors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective:

To ensure that our recruitment panels hold the appropriate knowledge and skills to support the recruitment process. Our Trust aims to ensure that no job applicant suffers discrimination because of any of the protected characteristics and that individuals are treated on the basis of their relevant skills and abilities.

To achieve this objective, we plan to:

Provide and undertake equality and diversity training either on the Trust's online learning platform or through face-to-face training.

Progress we are making towards this objective:

At least one member of any shortlisting and interview panel has undertaken equality and diversity training.

Objective 3: School specific objective- *Improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity.*

Why we have chosen this objective:

To ensure that the entire St Michael's community develops links with people and groups who have specialist knowledge about particular characteristics, to eliminate discrimination and encourage the community to foster good relationships with all.

To achieve this objective, we plan to:

Explicit teaching and recognition of school values respect, responsibility, honesty, Love thy Neighbor, co-operation and reaching potential. PSHE unit of work on Celebrating Differences and Being Me. Multi-cultural Day and Black History Month celebrated to highlight and recognise Faiths and diversity around the world. Diverse texts weaved throughout the curriculum to promote sense of self. All of which will help support children to understand about different races, cultures and faiths and encourage children to feel good about their race, ethnicity, culture and faith.

Progress we are making towards this objective:

Being Me is being taught in all year groups. Book spine is in place highlighting diverse texts that are woven throughout the curriculum. Class libraries have been restocked with a range of diverse texts.

9. Monitoring arrangements

The Board of Directors have delegated the updating of the equality information we publish, at least every year, to the Senior Leadership Team.

The Board of Directors have delegated the updating of the equality objectives, at least every 4 years, to the Senior Leadership Team.

10. Links with other policies

This document links to the following policies:

- Equality and Diversity- Employee policy
- Accessibility plan
- Safer recruitment