



# St Michael's CE Primary School

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*Cultivating Respect, Persevering, and Learning with Courage*

## **Public Sector Equality Duty Statement**

Our school is committed to equality both as an employer and an education provider:

- We do our best to ensure that everyone is treated fairly and with respect.
- We actively ensure sure that our school is a safe, secure, and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all the same.
- We recognise that for some pupil's extra support is needed to help them to achieve and be successful.
- We ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff and through School Council.
- We actively aim to make sure that no-one experiences harassment, less favourable treatment, or discrimination because of their age; any disability they may have; their ethnicity or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

### **General Duty**

- We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality or opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle inequalities and reduce or remove them. We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which could affect:
  - Pupils from certain cultural/ethnic backgrounds and the Traveller Community.
  - Pupils who receive Pupil Premium.
  - Pupils who are disabled.
  - Pupils who have special educational needs /disability /SEND/LAC/EAL.
  - Differences in gender achievement. The school has a series of policies that support this Equality Statement.

The [Equality Act 2010](#) requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct 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 between people who share a protected characteristic and people who do not share it.
- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.

At St Michael's CE Primary School, we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this. These include:

- Behaviour policy
- Anti-bullying policy
- Safeguarding policy
- PSHE Policy
- SEND Policy
- RE Policy
- Equality Policy and Plan

*Some of these policies are available on the school website. All policies are available from the School Office on request.*

- The termly Headteacher's Report to the full governing board includes updates as to the number of bullying or racist incidents that have been reported.
- There is also an update on the number of exclusions that may have occurred, and the number of children registered as having additional learning needs.
- All staff are given copies of relevant policies as part of their induction.
- Policies are reviewed regularly and updated to ensure equal opportunities for all.
- At our school, careful analysis of performance/attainment data is used to identify different groups within our school community.
- We are able to make comparisons and identify any group that may be achieving less well than other groups.
- We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually, and action plans developed accordingly.
- At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

We have an Equality Objectives plan for the coming year and our Public Sector Equality Objectives are:

- To ensure that all children (especially those with protected characteristics) demonstrate progress at the end of KS1 and KS2. That is at, or above, the national averages, regardless of their starting points.
- To further develop inclusive relationships within the school, and the wider school community.
- To ensure that children from minority ethnic groups, and those with English as an additional language, feel represented through a rich range of curriculum resources and experiences.

**Approved FGB:**

**Review: 15<sup>th</sup> July 2021**