

ST. MICHAEL'S CE SCHOOL



Equality Information and Objectives 2021-2024

ST. MICHAEL'S CE SCHOOL

EQUALITY OBJECTIVES 2021-2024

"St. Michael's Church of England School, established upon Christian foundations, and living out the Christian faith, is committed to providing every child with an excellent education."

Our Vision is our medium-term expectation of how we will meet our Mission.

Our Vision is to:

create a secure and nurturing Christian environment which values and respects every individual and their beliefs;

equip children, through an innovative and broad curriculum, with confidence and skills to reach their full, God-given potential;

partner with home, church and the local community to help children make a positive contribution to God's world.

All of this is achieved through our Motto: Working Together for the Good of all"

Introduction

In our school community everyone is equal and we treat each other with dignity and respect. St Michael's school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique differences should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, sex and sexual orientation. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Equality Objective 1:

We will aim to close the gaps in attainment and progress that may arise between groups of pupils within the school's community. We will monitor and evaluate pupil's achievement by race, gender and special educational needs and disability (SEND) and act on any trends or patterns in the data that require additional support for pupils.

How will we do this?

- Monitor pupils progress termly and half termly, with particular attention to our ethnic minority pupils, gender comparison and SEND pupils.
- Analyse progress of groups across the school. Data to be reported under an Inclusion heading at Governor Committee meetings.
- Act on any trends or patterns in data that require additional support for pupils.
- Analysis of end of year results for Early Years Foundation Stage (EYFS), Phonics, Key Stage 1 and Key Stage 2 for all groups.

Spring Review

Monitoring taking place via the Phase meetings.
Updates given in reports.
Data Analysis School Tracking Systems
Work/planning scrutiny all in place.

Equality Objective 2:

To further develop cultural capital focussing on pupils' understanding of the range of different cultures within the school, with particular reference to issues of equality and diversity and to ensure that the curriculum reflects and supports the needs of pupils with protected characteristics. At all times promote the spiritual, moral, social and cultural development through all appropriate curricular opportunities,

How will we do this?

- Review our curriculum
- Purchase appropriate resources to support.
- Training for staff in equality and inclusion.
- Audit school resources to check for any stereotyping.
- Promote the fundamental British Values of Democracy, the Rule of law, Individual Liberty, Tolerance and Mutual Respect of those of different faiths and beliefs.
- Ensure our school prepares pupils positively for life in Modern Britain and promotes fundamental British Values.
- Promote self-responsibility, respect and tolerance for others as part of pupils' spiritual, moral, social and cultural development.

Spring Review

CPD took place on the Jan 22 Inset day.

British values reinforced throughout the week.
Speakers in to support future life skills / careers
(Magistrates & linked with values)

Funding allocated for review of resources -
ordered & in place.

Lent Appeal 2022: Going the extra mile -

<ul style="list-style-type: none"> • Ensure that pupils' spiritual, moral, social and cultural development equips them to be thoughtful, caring and active citizens in school and in the wider community. • Develop pupil's advocacy skills so that they can detect bias, challenge discrimination, leading to justice and advocacy. • Celebrate festivals and learn about the wider cultural aspects of other's lives. • Encourage visitors and speakers into school from other religions and cultures. • Work towards a Rights Respecting Award • Teaching and learning on topic, PSHE and RE to encourage discussion and debate. • Ensure outstanding teaching and learning through our PSHE Scheme of Work • Raise the profile of PSHE across the school. • Lesson observations in PSHE and training to ensure best practice is disseminated. 	<p>reinforcing being courageous advocates.</p> <p>Talks on Ukraine situation - dealt with sensitively but reinforcing values and appreciation of heritage and cultures.</p> <p>Year groups have visited other places of worship linked to their study of world religions (Gudwara / Synagogue / Temple)</p> <p>'Vote for Schools' weekly discussion point - developing the debating skills as well as the British values</p>
Equality Objective 3:	
Undertake an annual analysis of recruitment data and trends with regard to race, gender and disability and report on this to the Board of Governors	
How will we do this?	
<ul style="list-style-type: none"> • Conducting an annual analysis of our recruitment data in 2021-22 • Identify any trends in our recruitment processes with regard to race, gender and disability. • Report our findings to the Board of Governors. • Take immediate and robust action on any findings which indicate that we are not fulfilling our equality obligations in terms of race, gender or disability. • Continuing to work to ensure that our recruitment processes are as fair and transparent as possible. 	<p>Spring Review</p> <p>Staffing review taking place in readiness for September 2022</p> <p>School is fully compliant with the safer recruitment process and ensures that our recruitment process is clear and transparent.</p>
Equality Objective 4:	
Undertake an annual analysis of Personal Care Plans for staff, and report on this to the Board of Governors	
How will we do this?	

<ul style="list-style-type: none"> • Completing Personal Care Plans for staff who need extra support and care because of their physical, emotional or mental needs. • Conducting an annual review of these plans to ensure there is no unknowing discrimination. 	<p>Spring Review Those who are noted as needing - reviewed and updated accordingly as part of the overall pastoral and wellbeing process.</p>
Equality Objective 5:	
<i>Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.</i>	
How will we do this?	
<ul style="list-style-type: none"> • Keeping up-to-date with current legislation on equal opportunities and non-discrimination • Arranging for staff and Governors to attend training on recruitment and selection, such as Safer Recruitment training, so that all those attending have a good understanding of the legal requirements. 	<p>Spring Review School inset in Jan 2022 - reviewed and discussed. We have planned for the September inset to have a speaker in - all stakeholders will be invited.</p> <p>Safer recruitment: School is compliant with 5 members (3 staff and 2 governors: March & October / February)</p>
Equality Objective 6	
In light of returning to a more normal school week during this Covid period we aim to review levels of pupil and parent engagement in learning and school life (particularly in sports and enrichment activities), to ensure equity and fairness in accessing and engagement in the core and wider curriculum	
How will we do this?	
<ul style="list-style-type: none"> • Develop a Community Cohesion Policy that focuses on promoting inclusion and shared values of teaching, learning and curriculum, supports the government Prevent agenda. • Monitor and analyse pupils involved in sports clubs and teams in regard to gender, race, ethnicity, pupil premium status. • Develop a robust approach to capturing Parent / Pupil and Staff voice through 	<p>Spring Review Policy reviewed annually - being reviewed by PSHE lead Summer 1 Clubs breakdown created for Autumn/Spring - all aspects catered for. Equal access and opportunity and PPG offered x2 free clubs per term.</p>

questionnaires, forums and social media. Parent “count” for events to measure engagement.

- Continue to develop parent forums and engage with parent representatives. School to engage in a research-based project that looks at how we improve communication with parents in order to increase engagement with school and create more effective home-school partnerships.
- Looking at our frameworks for communication to ensure our parents with English as a second language or with parents who have disabilities, have equal access to information.
- To ensure equality of opportunity in our sports and after school programme through careful monitoring.
- To ensure our selection policy is transparent and effective in promoting equality of opportunity for all.

Surveys and questionnaires are in place as per the cycle - views heard and implemented as applicable.