



ST. MICHAEL'S CE SCHOOL

REVIEW OF EQUALITY OBJECTIVES 2020-2021



At St. Michael's we have due regard for our duties under the Equality Act 2010. As part of our commitment to these duties the Senior Leadership Team and the Steering Committee of the Board of Governors produce Equality and Diversity Objectives. These reflect our Vision and Mission Statement and commitment to an excellent education for all pupils.

These objectives also reflect our duty to: eliminate discrimination, advance equality of opportunity and foster good relations. We are extremely proud of the progress and achievement of all of our pupils in the 2020-21 school year.

Our results can be viewed on our website. These results are testament to our: excellent teaching; well-planned interventions, differentiation, use of funding. However, as a self-evaluating school we are always looking for ways to be even better. This lack of complacency is reflected in our Equality and Diversity Objectives.

When carrying out the review we have also taken into consideration the impact that the Covid19 pandemic and subsequent lockdowns have had upon the school and its community.

OBJECTIVE 1:

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the Board of Governors pay sub-committee of the Board of Governors

- **Why we have chosen this objective:** This analysis has not been undertaken in the last four years and would better help to support our understanding of the recruitment trends within the school.

Review: When this objective was initially set there had not been an analysis undertaken in the last four years and as a Leadership we thought it would better help to support our understanding of the recruitment trends within the school.

Reflect: The progress we have made to date includes a reflective review of our recruitment advertisement as a starting point and we also approached members of our local Ahmadiyya community with whom we work in liaison and enquired if they would be interested in volunteering and working in school. A number shared an interest and as a result of this partnership, we have recruited members to our school teaching and support staff team. Positive feedback has been given to the Board of Governors as part of the Leadership Report to the Board

Recover: As a school we acknowledge that the lockdown was a setback in the planning and so we have decided to continue to work with the new members of staff and also

actively work to make our recruitment process as transparent and fair as possible and open to all members of our local community. Ultimately, we seek to develop a diverse school staff which is able to support as effectively as possible the children in our school, who come from different nations.

OBJECTIVE 2:

Undertake an analysis of Personal Care Plans for staff by July, and report on this to the Board of Governors

- **Why we have chosen this objective:** We wanted as a school to evaluate how effective the school Personal Care Plans are and if any changes need to be made.
- To achieve this objective, we plan to complete this analysis by the School Business Manager by July 2020.

Review: Personal Care Plans are an important means of giving the most appropriate and effective care for staff in our school. Our evaluation is based on the wish to make our school a positive environment in which to work and avoid any unknowing discrimination against those who have particular physical or mental needs.

Reflect: Two members of staff returned to school following long term sickness and were given Personal Care Plans. These were carefully prepared and discussed with the members of staff concerned. These plans were then implemented and regularly reviewed to check their effectiveness. They have been successful in reintegrating staff back into school while ensuring their physical needs were met.

Recover: The success of the two Personal Care Plans will be shared with Governors at the next opportunity. We will continue to be mindful of the well-being of staff during the September opening of school. A special session of the INSET day has been set aside to support and promote the positive mental health and well-being of the staff.

OBJECTIVE 3:

Increase the representation of ethnic minority children taking part in school journeys so that we maintain at or above 80% each year

- **Why we have chosen this objective:** We have fallen below 80% in 2 of the last 3 years in the number of ethnic minority children taking part in school journeys.
- To achieve this objective, we plan

Review: In 2018, 3 out of 7 ethnic minority pupils (43%) went on the Year 5 school journey and 3 out of 11 ethnic minority pupils (27%) took part in the Year 6 school journey. In 2019 we were able to improve these figures, with 90% of the Pakistani Group. In 2020, these school journeys were cancelled because of the COVID-19 pandemic. In June 2021, the Year 6 school journey took place, with 40% of the Pakistani Group (4 out of 10) taking part. We spoke to parents to encourage participation but some families were especially reluctant because of the COVID-19 pandemic and risk of infection.

<p>to hold parent talks with the minority pupils.</p>	<p>Reflect: We still wish to encourage all ethnic minority pupils to take part in the school journeys. We will do this through individual meetings with parents and meetings with representatives of the local Pakistani community. In 2021, the figure dipped to 40% because of the additional uncertainty and concerns caused by the COVID-19 pandemic.</p> <p>Recover: We will carry over this objective for the 2021-22 school year. The School Office will analyse the take up of school journey places by ethnic minority children in Autumn Term 2021 and report to the Senior leadership Team about any steps which need to be taken.</p>
<p style="text-align: center;">OBJECTIVE 4: <i>Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year.</i> <i>Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.</i></p>	
<ul style="list-style-type: none"> ● Why we have chosen this objective: Recruitment training is three years old and we would like to update this training to support members of staff and governors with equal opportunity recruitment processes. ● To achieve this objective, we plan to: send all applicable people on training before July 2021. 	<p>Review: Safer Recruitment is one of the most important aspects of safeguarding children and young people. It is vital that there are effective systems in place to recruit new staff, including agency staff, volunteers and coaches. We want to be sure that our recruitment processes are robust and follow all the legal requirements for equal opportunities. Staff training will also provide up-to-date legislative understanding and help the school keep in touch with current guidance and trends in recruitment.</p> <p>Reflect: As a result of the COVID-19 pandemic, all CPD courses have been cancelled since March 2020. Suitable online courses were similarly unavailable. We were therefore unable to meet this objective within the timescale.</p> <p>The SDBE provided online Safer Recruitment Training in March 2021 and this was attended by the Headteacher and Deputy Headteacher and two governor representatives.</p> <p>Recover: We shall extend this objective into the new school year so we can identify a suitable course run by the Local Authority, SDBE or outside agency. We shall continue to investigate training opportunities to support safer recruitment. The School Business Manager will attend Safer Recruitment training in September 2021 and the Assistant Headteacher in February 2022.</p>