

EQUALITY SUMMARY

At St Michael's, we believe everyone in our school community deserves to feel safe, respected, and valued. Our values – **Respect, Honesty, and Love** – guide how we learn, play, and treat one another.

Our Commitment

We follow the **Equality Act 2010** and the **Public Sector Equality Duty**, which means we:

- Treat everyone fairly and with dignity.
- Make sure all pupils have equal chances to learn, achieve, and take part in every aspect of school life.
- Challenge discrimination and unkind behaviour wherever we see it.
- Celebrate the diversity of our pupils, families, and staff.

This includes protection for everyone, whatever their **race, religion, sex, disability, age, sexual orientation, or gender identity**.

Transgender pupils and their families are protected by law, whether or not any medical treatment has taken place.

What We Do

- Build respect and understanding through our curriculum, assemblies, and PSHE lessons.
- Encourage empathy, friendship, and kindness across all year groups.
- Support **pupils'** mental health and wellbeing so everyone can thrive.
- Respond quickly to bullying or discriminatory language, online or in person.
- Make sure all new policies, trips, and curriculum changes **are** fair and inclusive for every pupil.

Our Equality Objectives 2024–2025

1. **Inclusive Learning and Identity** – helping every child to achieve their best and feel comfortable being themselves.
2. **Mental Health, Wellbeing, and Anti-Bullying** – promoting kindness, resilience, and respect while tackling all forms of discrimination.

Working Together

We value the support of our families and local community.

By working together, we make St Michael's a place where everyone belongs and has the confidence to be themselves.