

## EQUALITY POLICY

Date	Review Date	Coordinator	Nominated Governor
November 2025	November 2026	K. Mearns	L. Osbourne

### 1. Aims

St Michael's School is committed to promoting equality, diversity, and inclusion for all members of the school community. In line with the **Public Sector Equality Duty (PSED)**, we aim to:

- **Eliminate discrimination** and any conduct prohibited by the Equality Act 2010.
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** across all protected characteristics.

We promote respect for difference and diversity in accordance with our school values: **Respect, Honesty, and Love.**

### 2. Legislation and Guidance

This policy aligns with:

- The **Equality Act 2010**, including all nine protected characteristics:
  - Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- The **Equality Act 2010 (Specific Duties) Regulations 2011**, requiring publication of equality information and objectives.
- Department for Education guidance: *The Equality Act 2010 and schools*
- 2025 **Ofsted Inspection Framework** expectations on equality, inclusion, and safeguarding.

### 3. Roles and Responsibilities

Governing Board

- Ensure equality information and objectives are **published and accessible** to staff, pupils, and parents.
- Review and update equality objectives at least every four years; update information annually.
- Delegate daily monitoring of objectives to the Headteacher.

Equality Link Governor (Liz Osborne.)

- Meet with the designated staff member and other relevant staff to discuss equality issues on a regular basis.
- Stay informed on legislation and best practice.
- Attend equality and diversity training.
- Report to governors on progress and issues.

Headteacher

- Promote awareness of equality objectives among staff and pupils.
- Monitor progress and report to governors.

#### Designated Staff for Equality (Karen Mearns)

- Support the Headteacher in promoting equality knowledge.
- Liaise with the link governor on a regular basis.
- Identify training needs and deliver or arrange appropriate staff training.

#### All Staff

- Uphold equality in all areas of teaching, leadership, and school life.
- Attend training and implement equality objectives in day-to-day practice.

#### 4. Eliminating Discrimination

- St Michael's School complies with the **non-discrimination provisions** of the Equality Act.
- All school policies reference avoiding discrimination and promoting inclusion.
- Incidents of discriminatory behaviour or language are recorded, monitored, and addressed promptly.

#### 5. Advancing Equality of Opportunity

We aim to advance equality by:

- **Removing disadvantages** linked to protected characteristics (e.g., supporting pupils with disabilities or LGBTQ+ pupils).
- **Meeting specific needs** of pupils, such as religious observances, accessibility, or dietary requirements.
- **Encouraging full participation** in all school activities, including clubs, leadership roles, and curriculum opportunities.
- **Recognizing intersectionality**, ensuring pupils with multiple protected characteristics are fully supported.

#### 6. Fostering Good Relations

We promote understanding and respect by:

- Teaching tolerance, empathy, and cultural awareness across **all subjects**, not just RE or PSHE.
- Holding assemblies, workshops, and external speaker sessions on equality and diversity.
- Supporting peer relationships and restorative practices to resolve conflicts.
- Engaging parents and the local community in celebrating diversity.
- Working with experts and local organisations to inform inclusive practice.

#### 7. Equality Considerations in Decision-Making

- All significant school decisions consider equality impacts.
- Examples include:
  - School trips avoiding clashes with religious holidays.
  - Accessibility of venues and activities for pupils with disabilities.
  - Ensuring equal opportunities for boys, girls, and non-binary pupils.
  - New policies and changes to the curriculum are carefully considered to make sure they are fair and inclusive for all pupils.

#### 8. Equality Objectives 2025–2026

##### Objective 1: Inclusive Learning and Identity

St Michael's School will help all children thrive by:

- Minimising gender stereotyping in subjects, activities, and resources.
- Supporting pupils to express their identity freely (gender, culture, or personal beliefs).

- Educating pupils about discriminatory language, including transphobic, homophobic, and ableist language.
- Ensuring uniform choices support pupil identity and comfort.
- Encouraging all pupils to pursue interests, leadership roles, and subjects without limitation.

## **Objective 2: Mental Health, Wellbeing, and Anti-Bullying**

We commit to promoting positive mental health and addressing discriminatory behaviour:

- Raising awareness of online and face-to-face discriminatory language.
- Embedding strategies in PSHE, assemblies, and curriculum for resilience, empathy, and respect.
- Supporting pupils exposed to bullying or online harassment.
- Monitoring incidents and acting to prevent repeat behaviour.
- Linking equality objectives with safeguarding procedures.

## **9. Monitoring and Reporting**

- The Headteacher and designated staff monitor outcomes for **pupil attainment, participation, and wellbeing** across protected characteristics.
- Equality objectives progress is reported **termly to the governing board**.
- Annual surveys of **pupils, staff, and parents** gather feedback on inclusivity and school culture.
- Adjustments are made based on data, pupil voice, and feedback.

## **10. Communication**

- This policy is published on the **school website** and shared with staff, governors, and parents.
- All new staff receive training on equality and diversity during induction.
- Pupils learn about equality, diversity, and inclusion throughout the curriculum and school life.