



The Diocese of Ely

ACT Multi Academy Trust
Agapé, Courage
Thankfulness



St. Michael's
Church School

EQUALITY STATEMENT AND POLICY

DOCUMENT CONTROL

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Author	B.Smith
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Policy Review Schedule

Version	Author	Summary	Review Date	Next Review
1.0	J Ashley	Original Policy	March 2017	March 2021
2.0	B Smith	Updated guidance and based on model policy from The Key	July 2020	July 2024
2.1	B Smith	Appendix B, Objectives reviewed and updated	Jan 2022	Jan 2023
2.2	B Smith	Appendix B, Objectives updated - Page 10 only	Jan 2023	Jan 2024
2.3	B Smith	Appendix B Objectives reviewed	Nov 2023	Nov 2024
2.4	B Smith	Objectives reviewed	January 2025	January 2026



Equality Statement and Policy

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The equality link governors will:

- Meet with the designated member of staff for equality annually and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing Body regarding any issues



The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governors annually to raise and discuss any issues
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive information on the Equality Act as part of their induction, and staff receive refresher training each year.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils of different race or faith)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs and activities)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils



6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding Collective Worship that deals with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak in Collective Worships, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

See Appendix B for review

9. Monitoring arrangements

The Equality governors, Headteacher and staff member with responsibility for Equality will update the equality information we publish, described in sections 4-7 above, annually.

This document will be reviewed by Governing Body at least every 4 years.

This document will be approved by Governing Body.



10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN Policy
- Recruitment and Retention Policy



APPENDIX A: Equality Statement

OUR EQUALITY STATEMENT

At St. Michael's Church School we are committed to ensuring equality of opportunity in line with the Equality Act of October 2010. We seek to demonstrate this through all aspects of school life and in particular through our commitment to every child, fulfilling their potential. This commitment applies to our work in the classroom, our pupil support systems, our recruitment and retention of staff and our work in the local and wider community.

As a school we will ensure that all pupils have the opportunity to achieve the very best that they are capable of and will also guide parents on how they can support their child's achievement. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way.

Through our work in the classroom we will ensure that pupils understand the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also seek to foster within our pupils their own commitment to promoting equality.



APPENDIX B: Equality Objectives and Review

Objectives		Rationale	Annual review Jan 2022
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 governing Body.	To ensure that recruitment opportunities reflect the equal opportunities we promote for pupils in our school	Increased number of members of staff employed representing different groups. Increased number of male staff and staff from different race groups. Now 6 male staff – was 3 Now 6 different ethnic groups – was 0
Objective 2:	Have in place a reasonable adjustment agreement for all staff returning from Maternity leave, following Flexible working Policy guidance.	We have a high turnover of staff on maternity leave	22 maternity leaves in 3 years. All have been advised and given a copy of Flexible Working Policy (FWP). Meetings with Headteacher to discuss FWP.
Objective 3:	Increase the representation of staff from local ethnic communities over a 4-year period (from this July to July in 4 years' time), so that this group increases across the workforce.	Staff were not fully representing the diverse pupil population we serve	See Objective 1
Objective 4:	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. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.	To ensure recruitment practices are non-discriminatory	All staff involved in recruitment have undertaken safer recruitment training. Discussions at shortlisting/appointment on equal opportunities and non-discrimination. Knowledge that short-listing takes place based on Part 1 of application, Part 2 only used during onboarding process.





Equality Objectives – January 2022 to January 2026

Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Group	Action	Annual Review January 2023	Annual Review January 2024	Annual Review January 2025
All	All	To increase awareness of the whole school community of cultural capital	For pupils to understand their place in our school and community culture and raise awareness of different ways of life/activities that are available	All Pupils	Staff to have training in cultural capital and feed this into the teaching and learning programme. Source a list of activities for children to participate in that increase their cultural capital.	List prepared and being formed into pupil passport. One for KS1 and one for KS2. To be launched Summer Term 2023.	Pupil Passport has been delayed until Spring Term due to error made by printing company.	Passports have now been in place for 3 terms with pupils completing them on a half termly basis with support from classteacher
All	All	To increase representation of Governors from the local diverse communities over a 4-year period	For governors to be representative of the ethnic community for Cardea	Governors	Actively support recruitment of governors so that representatives from a range of ethnic groups found in St. Michael's Church School.	A better gender mix in place. Appointment of member from the Black African Community.	Actively recruiting from all areas of our community	Continuing to actively recruit but ongoing challenges with recruitment of new members

