



St Michael's
C.E. Primary School

Equality Information, Objectives and Action Plan Policy

Date	September 2024
Review Date	September 2025

Our Theologically Rooted Christian Vision

Courage to Flourish in the Love of God

‘I have come that [you] may have life, and have it to the full’ (John 10:10)




[Therefore],




‘Be strong and courageous... the Lord your God will be with you wherever you go.’ (Joshua 1:9)

These biblical texts underpin our vision summary, ‘Courage to flourish in the love of God’. Jesus’ words from the New Testament describe his desire for everyone to be a full and flourishing version of their created selves, experiencing life in all its vibrant fullness, individually and in community. Our ambition is for everyone to encounter this fullness through the life and work of the school, whatever their background, beliefs or circumstances. God’s words to Joshua from the Old Testament illustrate how life, and learning, can be challenging, bringing setbacks and discouragement. These words inspire us to keep on going in those circumstances, confident that God watches over us and walks beside us.

The joining of these biblical texts is meaningful for the particular circumstances of our school community. It gives coherence to our aspirational vision that will grow courage and resilience as enablers of ‘life in all its fullness’ for everyone. To support our vision, we have seven overarching Christian values.

Our Core Christian Values

<u>Value</u>	<u>Biblical texts that underpin our values</u>
	<p>Philippians 4:13</p> <p>‘I can do all things through him who strengthens me.’</p>
	<p>John 1:5</p> <p>‘The light shines in the darkness, and the darkness has not overcome it.’</p>
	<p>1 Corinthians 13:4-8</p> <p>‘Love is patient and kind... it does not rejoice at wrongdoing but rejoices with the truth.’</p> <p>1 John 1:9</p> <p>‘If we confess our sins, he is faithful and just and will</p>

	forgive us'
	<p>Proverbs 3:5-6</p> <p>'Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight.'</p>
	<p>Hebrews 10:24</p> <p>'Let us be concerned for one another, to help one another to show love and to do good.'</p>
	<p>1 Thessalonians 5:18</p> <p>'Be thankful in all circumstances, for this is God's will for you'</p>

At St Michael's Church of England Primary School, we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion. The Equality Act 2010 identifies protected characteristics:

The following characteristics are protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The Equality Act 2010 required us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect.
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair.
- St Michael's CE Primary School is a school committed to producing good citizens – locally, nationally and globally.

Equality Objectives

Objective 1: To educate all members of the school community about discrimination, prejudice, and promote a culture of respect and inclusion.

Child-Friendly Objectives: We want everyone in our school to be treated fairly and with respect, no matter who they are. We will learn about different people and how to be kind to everyone.

Rationale: Based on the school's context, vision and values, this objective aims to further strengthen the school's commitment to eliminating discrimination and promoting a harmonious environment.

Action Plan

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Review and update the school's Positive Relationships and Behaviour Policy, Anti-bullying Policy to explicitly address discrimination and promote inclusion.	Headteacher, Governing Body	Existing policies, guidance from the Equality and Human Rights Commission	Autumn 1 2024	Updated policies clearly outline the school's commitment to eliminating discrimination.
Incorporate lessons on diversity, inclusion, and challenging discrimination into the PSHE/RSE curriculum.	PSHE/RSE Lead	Curriculum resources, staff training	Within 1 academic year	Pupils demonstrate increased understanding of diversity and can identify and challenge discrimination.

Ensure that the appointment of staff is in line with equal opportunities legislation.	Headteacher.	Training	Ongoing	Members of staff and school governors are Safer Recruitment trained. Policy and procedures are adhered to, and records of recruitment are up to date and compliant.
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Impact Statement

By successfully implementing these objectives, St Michael's CE Primary School will create a more inclusive and harmonious environment where all members of the school community feel valued and respected. Staff will have a strong understanding of their responsibilities under the Equality Act, and the school's policies will clearly reflect its commitment to eliminating discrimination. Pupils will develop increased awareness and empathy towards diversity and will be equipped to identify and challenge any form of discrimination.

Objective 2: To narrow the attainment gap between pupils with SEND or from disadvantaged backgrounds and their peers, and to increase their participation in all aspects of school life.

Child-Friendly Objectives: We want to help all our friends do their best in school, no matter what they find difficult or what their family situation is. We will work hard to make sure everyone can join in and have fun.

Rationale: The school's context indicates that a significant proportion of pupils have SEND or are disadvantaged, which suggests a need to address any potential barriers to their educational achievement and participation. This objective aims to take proactive steps to support these groups and ensure they have equal opportunities to flourish.

Action Plan

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Conduct a detailed analysis of attainment and progress data, disaggregated by SEND and disadvantaged status	Inclusion Lead, Pupil Premium Lead	School assessment systems	Autumn 1	Gaps in attainment and progress identified for specific groups
Develop targeted intervention programmes to address the identified gaps in attainment and progress for SEND and disadvantaged pupils	Inclusion Lead, Pupil Premium Lead, Class Teachers	Specialist teaching resources and allocated staff to deliver.	Within 1 academic year	Measurable improvements in attainment and progress for SEND and disadvantaged pupils
Provide training for all staff on meeting the needs of SEND and disadvantaged pupils, including differentiation and inclusive teaching strategies	Inclusion Lead, SLT and BEP	Training materials, external expertise (BEP)	Within 1 academic year	Staff demonstrate increased confidence and competence in supporting SEND and disadvantaged pupils

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Monitor and evaluate the participation of SEND and disadvantaged pupils in extracurricular activities, school trips, and leadership opportunities	Headteacher	Participation data, feedback from pupils and parents	Ongoing	Increased participation rates for SEND and disadvantaged pupils in a range of activities

Impact Statement

By implementing these objectives, St Michael's CE Primary School will take proactive steps to advance equality of opportunity for pupils with SEND and those from disadvantaged backgrounds. Through targeted interventions, staff training, and monitoring of participation, the school will work to narrow the attainment gap and ensure these groups of pupils have equal access to the full range of educational and extracurricular opportunities. This will contribute to a more inclusive and supportive environment where all pupils are empowered to flourish and reach their full potential, regardless of their protected characteristics or personal circumstances.

Objective 3: To strengthen the school's links with the local community and promote greater understanding and appreciation of diversity.

Child-Friendly Objectives: We want to learn about all the different people in our community and how we can be kind to everyone, no matter how they look or what they believe. We will work together with other schools and groups to celebrate our differences and have fun.

Rationale: The school's strong Christian ethos and values, provide a solid foundation for this objective. By building on these strengths, the school can further enhance its efforts to foster good relations and promote community cohesion.

Action Plan

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Organise a series of assemblies and workshops that celebrate diversity and promote respect for differences	Assistant Headteacher, RE/PSHE Lead	Assembly plans, external speakers (if needed)	Within 1 academic year	Positive feedback from pupils, staff, and parents on the impact of these initiatives
Strengthen partnerships with local faith groups, community organisations, and charities to foster mutual understanding and collaboration, e.g. Inter-faith week.	Headteacher, Community Engagement Lead	Contacts with local organisations.	Ongoing	Increased number of successful partnerships and joint initiatives

Impact Statement

By successfully implementing these objectives, St Michael's CE Primary School will strengthen its connections with the local community and foster greater understanding and appreciation of diversity. Through a range of community engagement activities, diverse curriculum content, and collaborative partnerships, the school will provide opportunities for pupils, staff, and parents to learn about and celebrate the rich tapestry of cultures, beliefs, and characteristics represented within the school and the wider community. This will contribute to a more cohesive and inclusive school environment, where everyone feels a sense of belonging and value, and where differences are celebrated as a source of strength and enrichment.