

ST MICHAEL'S C OF E VA PRIMARY SCHOOL



The Equality Act 2010

St Michael's School is committed to meeting its public sector statutory duties to:

- **Eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it

The protected characteristics for school provisions are:

- Age (for staff only), disability, ethnicity and race, gender (sex), gender identity and reassignment, pregnancy, maternity and breast feeding, religion and belief, sexual orientation

The Specific Duties of the Act enable schools to meet their obligations under the Public Sector Equality Duty (PSED). The specific duties require schools to:

- Publish annually information showing compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.
- To set every four years one or more specific measurable equality objectives that further the aims of the equality duty.

The Governing body, supported by the Head Teacher and staff, is responsible for ensuring the implementation of the scheme. Following a review of the 2012 action plan (see Appendix 1 below) and audit of the school's equality provision, Governors identified the key priorities for 2016, as shown below:

Equality Objectives Action Plan September 2016

Equality Objective No 1: To ensure the curriculum provides opportunities for debate and to promote democracy and equality						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
Pupils can articulate that discrimination of any sort is not acceptable	Observations of PSHE, RE and P4C (Philosophy for Children) lessons. Pupil voice	Staff meeting to be held on ways to meet this objective in PSHE and RE lessons. All staff to be trained in P4C Ensure materials and resources are provided to stimulate debate	HT and RE/PSHE Sub Leader	Staff meeting will have been held – end of autumn 16. All teachers will have been trained in P4C by July 2017 and will have the resources to support this	July 2017	
Equality Objective No 2: To ensure that pupils accept that people having different faiths should be accepted and tolerated						
Success Criteria	Evidence	Activity	Lead	Progress Milestones	Review date	Review
Pupils are taught about the major faiths and beliefs. Pupils understand that the freedom to hold other faiths and beliefs is protected by law and that people having different faiths should be accepted and tolerated.	Observations of RE lessons. Record of visits to places of worship of faiths other than Christianity. Planning monitoring.	Herts agreed syllabus is followed RE Sub leader monitors plans and provides feedback to staff Organise visits to places of worship	RE Sub Leader	Planning monitoring by the end of the autumn term '16 will show that pupils are being taught about the major faiths and beliefs All classes will have visited a place of worship	July 2017	

Equality Objectives Action Plan – April 2012

Equality Objectives	Protected Characteristic	R	A	G	General Duty	Responsibility	Measurable success indicator	Timing	Review Date
<p>Policies and procedures: Ensure the Equality duties and protected characteristics of race, gender, disability, religion and belief, sexual orientation pregnancy and maternity, gender reassignment are included as an explicit aim in all of the school's policies and key documents.</p>	All		✓		All	Governing body to review existing policies. Staff to include them in all new policies. Governing Body to ensure they are included in all policies they ratify.	Schedule of policies shows that all policies listed comply.	As indicated in schedule of policies and review dates.	July 2013 – Objective met.
<p>Policies and procedures: Consult and engage with parents, pupils and staff to ensure that the school meets the needs of disabled staff, children, parents and families.</p> <p>Review the accessibility plan.</p>	Disability		✓		To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	Head Teacher and Governing Body. Resources Committee.	Improved experience and participation of disabled members of the school community. Any barriers to learning of pupils identified and support put in place. All members of the school community can access the school and take part in everything offered to the school community.	Summer term 2012	Summer term 2013 – Objective met