



St Michael and ALL Angels C. of E VA School

Equality Policy and Equality Action Plan

Date of Policy:	4/9/20
Person Responsible:	S Richardson
To be reviewed:	Two Yearly
Review Date:	4/9/ 22

St Michael and All Angels CE VA Primary School

Policy for Equality Duty

& Equality Action Plan

With specific reference to Accessibility and Prevent Duty 2019-21

Statement of Safeguarding Children

Our school community has a duty to safeguard and promote the welfare of children who are our pupils. This means that we have a Safeguarding Children and Child Protection Policy and Procedures in place which we refer to in our prospectus. All staff including our volunteers and supply staff must ensure that they are aware of our procedures. Parents and carers are welcome to read these on request.

Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare. We will always ensure that our concerns about our pupils are discussed with their parents/carers first unless we have reason to believe that this is not in the child's best interests.

I Statement of Principles

St Michael and All Angels CE VA Primary School is an inclusive school, working towards greater equality in the whole school community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her or his potential.

The policy outlines the commitment of the staff, pupils and governors of St Michael and All Angels CE VA Primary School to ensure that equality of opportunity is available to all members of the school community. For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school,

whilst celebrating and valuing the achievements and strengths of all members of the school community. These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. *Every* member of the school community, whatever their characteristics, should feel safe, secure, valued and of equal worth.

These characteristics include age, disability, gender re-assignment, marriage & civil partnerships, pregnancy & maternity, race, religion or belief, sex, sexual orientation. Definitions of these terms can be found in **Appendix A (Page 9)**.

At St Michael and All Angels CE VA Primary School equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

Accessibility

Our Accessibility Plan forms part of this Equality duty, as it is one of the ways in which we ensure that everyone in our school community can participate without discrimination.

Equality & Extremism – The Prevent Duty

Equality can only be promoted and achieved in an atmosphere of mutual respect and acceptance, which is why we consider the Equality Duty and Prevent Duty to be inextricably linked. In order to foster an atmosphere of equality, we aim to prevent extremism of any kind. We use the following accepted Governmental definition of extremism which is:

“Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas.”

There is no place for extremist views of any kind in our school, whether from internal sources: pupils, staff or governors; or external sources: school community, external agencies or individuals. Our pupils see our school as a safe place where they can legitimately be supported to explore controversial issues safely in a learning context and where our teachers encourage and facilitate this. We have a duty to ensure this happens in order to secure common values and ethos of diversity, inclusion and democracy and the central tenants of British values.

As a school we recognise that extremism and exposure to extremist materials and influences can lead to risks for children and so should be addressed as a safeguarding concern. We also recognise that if we fail to challenge extremist views we are failing to protect our pupils.

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches some children may experience elsewhere may make it harder for them to challenge or question these radical influences. In our school this will be achieved by good teaching, including via PSHE. We will adopt the methods outlined in the

Government's guidance *Promoting fundamental British values as part of SMSC in schools* - Departmental advice for maintained schools (November 2014) and *The Prevent duty Departmental - advice for schools and childcare providers* (June 2015)

We will ensure that all of our teaching approaches help pupils to build resilience to extremism and give pupils a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues and be relevant to the current issues and insight into extremism and radicalisation by:

- Making a connection with young people using a pupil centred approach;
- Facilitating a 'safe space' for dialogue;
- Equipping our pupils with the appropriate skills, knowledge, understanding and awareness for resilience.

This approach will be embedded within the ethos of our school so that pupils know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our schools approach to the spiritual, moral, social and cultural development of pupils as defined in Ofsted's School Inspection Handbook September 2016 and will include the sound use of assemblies to help further promote this rounded development of our pupils.

2 Ethos and Atmosphere

- At St Michael and All Angels CE VA Primary School the leadership of the school community will demonstrate mutual respect between all members of the school community.

- There is an openness of atmosphere and respect for each other's beliefs which welcomes everyone to the school.
- All within the school community will challenge any type of discriminatory and/or bullying behaviour, e.g. through unwanted attentions (verbal or physical) and unwelcome or offensive remarks or suggestions.
- All pupils are encouraged to greet visitors to the school with friendliness and respect.
- The displays around the school are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored.
- Provision is made to cater for the spiritual needs of all the children through planning of worship, classroom based and externally based activities.
- We are committed to providing a working environment free from discrimination, bullying, harassment and victimisation.
- We empower children to be confident and resilient to negative influences.
- We encourage everyone in school to report any discriminatory behaviour.

3 Policy Development

We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population. This policy applies to the whole school community. It has been drawn up as a result of the outcomes of a transparent process and through consultation with:

- Pupils

- Parents
- Staff
- Governors

This policy should be read in partnership with our policies on:

- *Anti- Bullying*
- *Special Educational Needs*
- *PSHCE & Citizenship*
- *Teaching & Learning*
- *Assessment*
- *Risk Assessment*
- *All our staffing policies, e.g. Pay, Appraisal, & Grievance.*

4 School in Context

St Michael and All Angels CE VA is an average-sized primary school. There are seven classes. Most pupils are from White British backgrounds. The proportion of pupils who speak English as an additional language is zero. The proportion of pupils for whom the school receives pupil premium funding is 12% . The proportion of pupils who have special educational needs or disability is below average.

In more detail:

- **Classes**

Seven classes

- **Socio-economic background:**

Over the last 3 years there has been an increase in the number of children living in multiple deprivation bands D and E and a decrease in the more affluent bands.

- **Ethnic heritage:** 95% of the children in school are from white British background. 0% of pupils who have English as an additional language (EAL). We do not have any families joining the school with very little English as a first language. We have 204 pupils on roll.

Staff

We have 21 members of staff in total.

Gender:

19 are female and 2 are male.

5 Monitoring and Review

We collect and analyse a range of equality information.

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary.

Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information.

School performance information is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information.

This relates to:

- Attendance
- Exclusions and truancy
- Racism, disabilism, sexism, homophobia and all forms of bullying
- Parental involvement
- Participation in Extended Learning Opportunities
- Online incidents

Our monitoring activities enable us to identify any differences in pupil performance and provide specific support as required, including pastoral support. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

We collect and analyse a range of profile information for our staff and governors:

- Applicants for employment
- Staff and Governing Body profiles
- Attendance at training events.
- Staff appraisal & performance management.
- Disciplinary & grievance cases

Due regard is given to the promotion of equality in the School Improvement Plan. The person responsible for the monitoring and evaluation of the policy and action plan is the Head Teacher.

Their role is to:

- Lead discussions, organise training, update staff in staff meetings, support discussions.
- Work with the governing body on matters relating to equality.
- Support evaluation activities that moderate the impact and success of this policy.

6 Developing Best Practice

- Teaching & Learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

Provide positive examples of all groups of people, challenging stereotypes & celebrating the contribution of all humankind to a pluralistic society.	Provide equality of access for all pupils to a broad & balanced curriculum & quality resources, both in school & on visits, having due regard for their individual needs & differences.	Use teaching methods, language & materials which deal sensitively with diversity & difference, ensuring that all people feel valued & develop high self-esteem.	Teach children to question, to be advocates & to challenge their own viewpoints & those of others leading to justice & equality at school & in the wider world.
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These aims apply to all who work with our children, both in school and on visits.

- Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff. To achieve this, we will:

Follow all recruitment & selection procedures	Encourage the career development & aspirations of all	Provide staff induction & development for all	Distribute staff within school wherever possible
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strictly, using staff & governors who are aware of how to avoid discrimination, bias & preconception.	staff with due regard for personal need & the development of the school as a diverse community.	which increases the awareness of different groups of pupils & their needs, so promoting appropriate provision.	so that there is a balance of staff from different groups at each stage of a child's schooling. e.g. male / female
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Employment policy and procedures are reviewed regularly to check conformity with legislation.

- Partnerships with Parents/Carers/Families and the Wider Community

We believe in effective partnerships with parents/carers to help all pupils to achieve their potential. To promote these, we will:

Ask parents, carers and the community for their feedback in order to tailor what we do to their needs and those of the children.	Have due regard for individual communication needs in our contacts with parents, carers & families.	Encourage all parents & carers to participate in the life of the school wherever possible by offering flexible opportunities.	Work with the local community to offer access to all groups of people to a range of events, activities & services.
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In all these things, the safety & interests of the children are paramount.

7 Roles and Responsibilities

- Our governing body will ensure that the school complies with statutory requirements in respect of this policy and action plan
- The head teacher is responsible for the implementation of this policy, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body
- The head teacher has day-to-day responsibility for co-ordinating the implementation of this policy
- Our staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other and staff with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
- We will take steps to ensure all visitors to the school adhere to our commitment to equality

8 Commissioning and Procurement

We will ensure that we buy services from organisations that comply with equality legislation. This will be a significant factor in any tendering process. We will use, wherever possible, suppliers and contractors approved and registered with Lancashire County Council and Property Services of Lancashire and Blackburn Diocese Board of Education.

9 The Measurement of Impact of the Policy

This policy will be evaluated and monitored for its impact on pupils, staff, parents and carers from the different groups that make up our school. An action plan will be published to enable an impact assessment to be undertaken at the appropriate time within a given timescale.

10 Publicising the Policy and Plan

Our Equality Policy & Plan will be publicised:

- On the School Website
- Copies will be made available to all parents / carers and interested parties who contact the school office.

11 Annual Review of Progress

We will review our *POLICY* and *ACTION PLAN* annually, producing an annual report. The Action Plan (Appendix A) incorporates an annual audit which measures impact (Equality Impact Assessments), and sets targets which span a two year period, (short, medium and long term).

Next Review: 4/9/22

Headteacher)

Sara Richardson

(Chair of Governors) Laurence Upton

Appendix A: Definitions

Age

This refers to a person having a particular age (for example, 32 year olds) or being within an age group (for example, 18-30 year olds). This includes all ages, including children and young people.

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Transgenderism and gender re-assignment

Transgender is an umbrella term used to describe people whose gender identity or gender expression differs from that usually associated with their birth sex. Gender re-assignment is the process a transgender person goes through to change sex

Marriage & Civil Partnerships

Marriage is a union between a man and a woman. This definition is set out in the Equality Act 2010. Civil Partnership is the legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Pregnancy & Maternity

Pregnancy is the condition of being pregnant.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race

Race refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins.

Religion or Belief

Religion means any religion, including a reference to a lack of religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism).

Sex & Gender

Gender includes the wider social roles and relationships that structure men's and women's lives. These change over time and vary between cultures. Gender is a term that is often used to refer to ways that people act, interact, or feel about themselves, which are associated with boys/men and girls/women. While aspects of biological sex are the same across different cultures, aspects of gender may not be.

Sex refers to biological status as male or female.

Trans: The terms 'trans people' and 'transgender people' are both often used as umbrella terms for people whose gender identity and/or gender expression differs from their birth sex, including transsexual people, transvestite/cross-dressing people androgyny/polygender people, and others who define as gender variant.

Transgender: An umbrella term for people whose gender identity and/or gender expression differs from their birth sex. They may or may not seek to undergo gender reassignment hormonal treatment/surgery. Often used interchangeably with trans.

Transsexual: A person who intends to undergo, is undergoing or has undergone gender reassignment (which may or may not involve hormone therapy or surgery). Transsexual people have the protected characteristic of gender reassignment under the Equality Act 2010.

Sexual orientation

This is defined as an individual's sexual orientation towards people of the same sex as her or him (gay or lesbian), people of the opposite sex (heterosexual) or people of both sexes (bisexual).

Action Plan

Our Action Plan aims to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are often referred to as the three aims of the general equality duty.

Priority Area 1: Sex & Gender

Current Position:

- We continue to question whether the learning experiences offered are interesting and motivating for both sexes.

Timescale	Objectives (Desired Outcomes)	Action Required	How will this be measured?
2 Years	<ul style="list-style-type: none"> • To implement the Church of England Documentation 	<ul style="list-style-type: none"> • HT to attend diocesan training and implement the information given 	<ul style="list-style-type: none"> • Pupil questionnaires
2 Years	<ul style="list-style-type: none"> • To fully train all staff and implement resources from the Church of England Documentation 	<ul style="list-style-type: none"> • Training sessions for staff 	<ul style="list-style-type: none"> • Staff questionnaire

Review:

Priority Area 2: Disability (Accessibility Plan)

Current Position:

- We are an inclusive school and make reasonable adjustments for any disabilities.
- In 2019 the main entrance did not have a ramp leading to the door or ramp entrance to the hall.
- Our site is split level and not accessible for any person with a physical disability
- We work with external agencies to provide expertise and equipment for children, staff and visitors who require support.

Timescale	Objectives (Desired Outcomes)	Action Required	How will this be measured?
I Ongoing	<ul style="list-style-type: none"> • To be aware of any health & safety issues as they arise. • To maintain a clutter-free, accessible school. • The views of pupils, parents and staff are fed into future plans. • To work with the school planning team relating to the expansion of the 	<ul style="list-style-type: none"> • Include 'HEALTH & SAFETY' as an agenda item on every staff meeting. • Perform a half termly premises check to address and accessibility issues. • Ask pupils, parents and staff for any suggestions of 	<ul style="list-style-type: none"> • Review of staff meeting minutes to ensure items raised are addressed. • Half termly premises check presented to site supervisor. • Compare the same questionnaire 12 months later

	school and disability	how to make the building more user friendly.	to assess impact.
2 Years	<ul style="list-style-type: none"> • Ramps to allow wheelchair access to the front entrance of the school and hall. • Signage is clear and at an appropriate height etc. • Paint scheme throughout; simple and not distracting. • Parent/pupil/staff views responded to as appropriate. • Also see Accessibility policy for further details. 	<ul style="list-style-type: none"> • Summer 2020 Completed • Audit current signs, purchase and re-affix as necessary. • Signage Summer 2021 • All areas to follow the same neutral paint scheme as they are refurbished. • Views fed into any plans as appropriate. 	<ul style="list-style-type: none"> • Governor's premises committee to audit . • Liaise with property services to audit need. • Continue to ask for feedback from pupils, parents and staff.
Ongoing	<ul style="list-style-type: none"> • We are working with a range of external agencies which supports our SEND pupils. 	<ul style="list-style-type: none"> • Audit of external agencies work with pupils 	<ul style="list-style-type: none"> • SEND Governor to feedback to Governors.
Review:			

Priority Area 3: Race, Religion or Belief (Prevent Duty)

Current Position:

- We are a school in a predominantly White British area.
- Children are taught about a variety of peoples and places and we need to consider how these are presented.
- We need to continue to increase opportunities for our children to experience positive encounters with other children from a variety of races and backgrounds.

Timescale	Objectives (Desired Outcomes)	Action Required	How will this be measured?
Ongoing	<ul style="list-style-type: none"> • We respond pro-actively to offer positive examples of races and creeds in the face of emerging negative media stereotypes. • Eradicate any unintentional stereotypical language in school. 	<ul style="list-style-type: none"> • Carefully select images and examples of races and ethnicities. • Staff training on stereotypical language & examples and avoid 'stereotypical' language. 	<ul style="list-style-type: none"> • Learning walks around school to monitor displays and images chosen. • Staff training delivered and an intolerance of stereotypes evident.
Commence September 2020 then ongoing	<ul style="list-style-type: none"> • Children socialise with other children from a variety of races and 	<ul style="list-style-type: none"> • Arrange exchange visits with a local school of contrasting 	<ul style="list-style-type: none"> • Visits will have been arranged and records kept of the activities engaged in.

	backgrounds <ul style="list-style-type: none"> • Link established with a school/ orphanage in another contrasting country- Sri Lanka. <i>Charity Link with Hope in Sri Lanka</i> 	racial background. <i>Marsden Primary School</i> <ul style="list-style-type: none"> • Continue to Work with 'twinning' organisation to establish a link. 	<ul style="list-style-type: none"> • Successful link established; emails etc exchanged.
Ongoing	<ul style="list-style-type: none"> • Staff and Children's attitudes to others of any race or ethnicity are positive and considered. 	<ul style="list-style-type: none"> • Include focused PSHE and circle time to draw on children's experiences and attitudes. 	<ul style="list-style-type: none"> • Staff meetings to discuss how attitudes are manifesting themselves.
Review:			

Priority Area 4: Sexual Orientation

Current Position:

- We have children coming from a range of family backgrounds/makeup and parental/carer arrangements

Timescale	Objectives (Desired Outcomes)	Action Required	How will this be measured?
Ongoing	<ul style="list-style-type: none">• Ensure that any member of the school community feels comfortable and welcome in school.	<ul style="list-style-type: none">• Be vigilant about noticing and addressing any language or actions which make any member of the community feel uncomfortable or marginalised.	<ul style="list-style-type: none">• Community feedback

Review: