

Equality Information and Objectives Statement

OUR SCHOOL PRAYER:

What does the Lord ask of you?

To act justly, to love mercy and to walk humbly with your God.

Micah 6vs.8

School Values

In our school, our Christian vision shapes all we do. All members of the school community are committed to upholding the St Michael's Church of England Christian values:

- to show love, care, and kindness to all in our community
- to value what we have and to share with others
- to enable everyone to achieve their full potential

Commitment statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regard to equality, are:

- eliminating discrimination
- fostering good relationships
- advancing equality of opportunity

We will not discriminate against, harass, or victimise any student, prospective student, or other members of the school community because of their:

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

We aim to promote students' spiritual, moral, social, and cultural development, with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for students and staff. Our school is committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- being respectful
- always treating all members of the school community fairly
- developing an understanding of diversity and the benefits it can have
- adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values
- adopting an inclusive attitude
- adopting an inclusive curriculum that is accessible to all
- encouraging compassion and open-mindedness
- challenging bias and calling it out in order to move the conversation forward

We are committed to having a balanced and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our students are taught to be:

- understanding of others
- celebratory of cultural diversity
- eager to reach their full potential
- inclusive
- aware of what constitutes discriminatory behaviour

The school's employees will not:

- discriminate against any member of the school community
- treat other members of the school community unfairly

The school's employees will:

- promote diversity and equality
- encourage and adopt an inclusive attitude
- lead by example
- seek training if they need to improve their knowledge in a particular area

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- planning activities for key diversity awareness days
- inviting guest speakers to talk to students about diversity
- incorporating lessons about diversity into the curriculum

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- age
- disability
- gender reassignment
- marital or civil partner status
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all school community members. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Inclusion

We support inclusion by:

- ensuring that students are called by their preferred names, which may be different from their legal names, taking into account the correct spelling, structure, and pronunciation
- ensuring, as far as possible, that our governing board and school staff reflect the full diversity of our local community
- providing an environment where prejudiced assumptions, attitudes and behaviours are continually challenged
- instilling in students an awareness of prejudice, giving them confidence that it can, and must, be eradicated
- providing a variety of educational and residential visits which expose students to a wide range of cultural experiences
- ensuring equal access to opportunities, such as extracurricular activities and the curriculum
- taking care in the use of language and the choice of resources, so that teaching and non-teaching staff avoid reinforcing stereotypical views of society
- valuing the cultural experiences and contributions of all students, regardless of any protected characteristic that they may have
- communicating our policy to parents/carers to gain their understanding, agreement, and support for its provisions
- discussing equality issues as an agenda item for Student Voice
- discussing equality, inclusion and diversity at the Equality and Diversity Committee, which includes members of staff and Student Voice
- promoting equality of opportunity within the wider society
- ensuring admissions arrangements will not unfairly disadvantage a student from a particular school or racial group, or with SEND

Closing statement

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Disability & Equality Policy, Student Equality, Equity, Diversity, and Inclusion Policy and Equality Policy (staff) further outline the school's policies regarding equality.

Date approved by the Governing Board: 1st December 2022