

Equality Objectives

SMAAA Mission Statement

In the light of St Michael the Archangel, we strive to be champions of all Christians and to the Church itself.

Equality Objectives 2025–2028

Introduction

At St Michael and All Angels Catholic Primary School, we are committed to promoting equality, inclusion, and respect for all members of our school community. Guided by our mission to follow St Michael the Archangel and the values of the Church, we aim to ensure that every pupil, staff member, and governor is treated fairly and supported to reach their full potential.

These Equality Objectives 2025–2028 set out our priorities for eliminating discrimination, promoting diversity, and creating an inclusive environment where everyone can thrive. They reflect our legal duties under the Equality Act 2010 and the Public Sector Equality Duty and are reviewed annually to ensure they remain relevant and effective.

Objective	Actions to achieve this objective	Impact / Success Measures
<p>1. Strive to achieve equality of opportunity for all adults and pupils, regardless of protected characteristics.</p>	<ul style="list-style-type: none"> Ensure equality of opportunity and non-discrimination extends to all members of the school community. Introduce My Happy Mind across school to support mental health and wellbeing for pupils, staff, and families. Implement the Mental Health & Wellbeing Policy to support children in recognising and regulating emotions; ensure staff consistency. Provide general and bespoke CPD (behaviour outreach, EP, ASC support) to meet complex needs. Collaborate with families to identify needs and reasonable adjustments. 	<ul style="list-style-type: none"> Inclusive, safe, and supportive environment. Positive feedback from pupils, staff, and families. Reduction in incidents of discrimination. Improved staff confidence and ability to support diverse needs.
<p>2. Educate all about discrimination and prejudice; promote a harmonious environment built on mutual respect.</p>	<ul style="list-style-type: none"> Deliver equality and diversity teaching through the curriculum (PHSE, My Happy Mind, planning cycle) Promote positive images of race, gender, disability; challenge stereotypes. Challenge and record incidents of prejudice, racism, or homophobia; escalate to SLT when necessary. 	<ul style="list-style-type: none"> Pupils understand equality, diversity, and respect Reduction in incidents of prejudice. Positive representation of diversity across curriculum and school culture. Evidence of pupil engagement with diversity initiatives.

Objective	Actions to achieve this objective	Impact / Success Measures
3. Ensure staff and governor recruitment reflects equal opportunity legislation and the wider community.	<ul style="list-style-type: none"> • Increase positive role models; celebrate diverse cultures and ethnic backgrounds. • Recruit Governors and staff from diverse backgrounds; advertise via multiple channels. • Include diverse voices in meetings; ensure robust debate and representation. • Train all staff and new Governors on Equality Act responsibilities. • Maintain Safer Recruitment compliance; ensure at least one trained panel member. • Monitor appointments for merit-based and equitable recruitment. 	<ul style="list-style-type: none"> • Governing Body and staff reflect community diversity. • Recruitment is fair, transparent, and compliant. • Staff and Governors demonstrate awareness of equality responsibilities. • Evidence of diverse representation in governance and leadership.
4. Identify barriers to learning and participation; provide appropriate support for all pupils.	<ul style="list-style-type: none"> • Conduct pupil progress meetings; provide targeted interventions; implement graduated response to needs. • Collect and analyse data; monitor additional support impact. • Use adaptive teaching methods and provision mapping. • Allocate additional staff support in Year 2 & 6; implement Pupil Premium strategy. • Weekly Inclusion Team meetings to address safeguarding, Early Help, attendance, SEND, and EAL. • Support from SALT, OT, LST, EP; conduct regular SEND learning walks. 	<ul style="list-style-type: none"> • Pupils achieve their potential, regardless of need • Gaps in attainment, attendance, and participation are reduced • Positive outcomes from interventions are tracked. • Barriers to learning are identified and addressed promptly.
5. Promote equality in staffing, training, and professional development.	<ul style="list-style-type: none"> • Ensure all staff follow policies relating to equality and non-discrimination. • Monitor and promote equality in staffing and employment. • Make all appointments and promotions based on merit, skills, and ability. • Safer Recruitment training for SLT; include equality 	<ul style="list-style-type: none"> • Staff appointments and promotions reflect equality principles. • Increased diversity among staff. • Compliance with Equality Act and safer recruitment policies. • Staff demonstrate understanding and

Objective**Actions to achieve this objective****Impact / Success Measures**

monitoring in application forms.

- Ensure recruitment decisions are free from bias regarding ethnic origin, colour, religion, sex, disability, age, marital status, political or sexual orientation.

application of equality principles.

Review and Accountability

- **Reviewed:** September 2025
- **Next Review:** September 2026