St Michael's C of E Primary School

Equality Objectives 2026-27

1. Aims

St Michael's Church of England Primary School aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

• Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.

• Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

• Foster good relations across all protected characteristics between people who share a protected characteristic and those who do not.

As a Church of England school, we are committed to ensuring every member of our school community is valued, respected and enabled to flourish, regardless of background, identity or circumstance.

2. Legislation and Guidance

This document meets the requirements under the following legislation:

• The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination.

• The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information demonstrating compliance with the Public Sector Equality Duty and to publish equality objectives.

This document is also based on the Department for Education (DfE) guidance: *The Equality Act 2010 and Schools.*

3. Objectives

• To promote understanding, respect and appreciation of diversity through the curriculum, worship, personal development, and enrichment opportunities, ensuring pupils develop an understanding of different cultures, faiths, backgrounds and life experiences.

• To reduce any gaps in attainment, progress and participation between different groups of pupils, particularly disadvantaged pupils, pupils with special educational needs and disabilities (SEND), and vulnerable learners.

• To continue to develop an inclusive learning environment by ensuring pupils with SEND and additional needs can access the curriculum, wider school activities and educational visits alongside their peers.

• To actively challenge and monitor incidents of discriminatory, prejudicial or derogatory language or behaviour, including those related to race, religion, disability, sex, gender reassignment or family background, and to promote respectful relationships across the school community.

• To strengthen pupils' understanding of equality, protected characteristics, British Values and Christian values, enabling them to become respectful, responsible citizens who demonstrate compassion, dignity and respect for others.