



Equality Information and Objectives, 2019/2020

This information is published as a result of the Public Sector Equality Duty ('PESD'), which arises from The Equality Act 2010. In producing this document we have taken account of the Department for Education (DfE)'s Advice for Schools (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf).

<p>School Mission Statement</p>	<p style="text-align: center;">Inspired by the knowledge and love of God, we all come together to learn in a Christian community where we are valued for who we are and who we could become.</p> <p>Our statement emphasises (a) that we all come together to learn – irrespective of our background or protected characteristics; and (b) that we (Governors, staff and students) are “<i>valued for who we are</i>” – that our characteristics are acknowledged, valued, celebrated and developed here. As part of that mission, St Margaret's therefore recognises its duty to:</p> <ul style="list-style-type: none"> • eliminate discrimination (and other conduct prohibited by The Equality Act 2010) ('Duty 1'); • advance equality of opportunity ('Duty 2'); and • foster good relations across all characteristics ('Duty 3').
<p>General statement of compliance</p>	<p>Schools must publish information to show how they are meeting the PESD. We meet it, for example, by:</p> <ul style="list-style-type: none"> • our Behaviour Policy containing specific provisions setting out how we will deal with discrimination. We modified these for 2019/2020 to ensure <i>all</i> forms of discrimination are covered (Duty 1) • in 2019/2020, providing unconscious bias training for staff (Duty 1) • our school's Pay Policy allowing greater flexibility for part-timers than national arrangements (Duty 2) • sharing data relating (eg) to excluded students' ethnic backgrounds with Governors (Duty 2) • in 2019/2020, having two specific objectives to improve further good relations (see below) (Duty 3)
<p>Additional statement</p>	<p>We recognise that financial disadvantage is not a protected characteristic within the ambit of The Equality Act 2010. Without in any way diluting our commitment to reducing inequalities relating to those who do have a protected characteristic, we are also firmly committed to providing equality of opportunity to those from disadvantaged backgrounds. (This could, in any case, help tackle any indirect discrimination, as sometimes pupils with protected characteristics can be disproportionately represented amongst disadvantaged groups).</p> <p>We have a good track record in enabling those from such backgrounds to make good progress. Separate paperwork (our Pupil Premium Action Plan) sets out what we will do to improve this further.</p>

Strategic Aims, 2019/2020	In Section AP5 of our 2019/2020 Academy Improvement Plan ('AIP'), we set out "To ensure that all St Margaret's students grow into 'who [they] could become', to quote our Mission Statement". We will do this for all pupils, irrespective of identity. As background, we note: "Evidence from our denominational inspection (July 2017) confirms that this aspect of our work is strong, although our own self-evaluation identifies areas for further development; for example, although instances of racist abuse are rare, more needs to be done to integrate students of different ethnic heritages; and although instances of homophobic abuse are also rare, more needs to be done to increase awareness of LGBTQ+ issues."		
Equality objectives, 2019/2020	These objectives must be reviewed at least every four years after the Act came into force on 06.04.12. The objectives below are, therefore, new for 2019/2020 and replace objectives previously in force.		
	Objective	Who?	Review arrangements
Objective 1	Increase the prominence given to LGBTQ+ issues in, and around, the school community (Duty 1) (AIP: AP53)	ANP	All four will be reviewed in the summer term 2020 by the Governors' Ethos and Pastoral Committee
Objective 2	Provide training for all staff in unconscious bias and related Equality matters (Duty 1)	SBr	
Objective 3	Reduce exclusion rates for ethnic minority heritage students (Duty 2)	DSi	
Objective 4	Increase understanding between religious groups, for example through Religious Studies lessons (Duty 3)	ANP	
Objective 5	Work with all pupils to break down any barriers that may hinder greater integration between those of different ethnic heritages (Duty 3) (AIP: AP52)	ANP	