

Equality Information and the Equality Duty Equality Impact Assessment

St Michael's publishes the following information to demonstrate compliance with the Public Sector Equality Duty under the Equality Act 2010.

Eliminate discrimination/harassment

- Recent SIAMs report (February 2014) praised the “outstanding Christian ethos and values of [this] school in which all pupils are nurtured, valued highly and thus achieve exceptionally well”
- The following policies expressly acknowledge the importance of avoiding discrimination and other prohibited conduct: Religious Education; International; Sex and Relationships Education; SEN; Staff employment; Behaviour; Child Protection; Equality Scheme; Access Plan.
- The School's Values Programme and assemblies have raised children's awareness of the importance of tolerance, friendship, forgiveness and kindness towards others.
- Parents' knowledge and understanding of autism raised thanks to presentation and question-and-answer session led by Cate Ravilious, an Autism Advisor from the Hertfordshire Autism Advisory Team on 14th March 2014
- KS2 pupils designed and produced anti-bullying posters which were displayed around school

Advance Equality

- Data from RaiseOnline and AM7 demonstrates that vulnerable groups, including SEN and EAL children, make good progress at St Michael's
- Qualified teacher support for EAL children throughout school
- Three learning support assistants providing individual support to FS pupils to enable them to access a mainstream education
- A new Access plan has been completed and short term objectives are already underway, including improvements to the disabled toilet facility near the office, new entrance signage relating to disabled access and the installation of an entry buzzer.

- Increased hours for School SENCo, to meet needs of SEN pupils, and SENCo training on specific SEN issues eg attachment disorders (information subsequently disseminated to all staff)
- Additional SEN training for support staff
- Inset day training for Foundation Stage staff on the needs of Looked After Children
- Use of school funds to purchase additional visits by Educational Psychologist to assess individual pupils' needs
- Creation of individual working areas for SEN children.
- Specialised computer programmes (eg Dragon Dictate), SEN apps for designated iPads have been purchased and SENCo has attended a training course on SEN-specific use of iPads, to ensure SEN pupils get maximum benefit from recent ICT investment
- Successful link with Westfield School Behaviour Team and staff training in positive behaviour
- Sign language has been introduced in classroom of hearing impaired child and is also being used in Reception class; shared with parents at Reception class assembly in June 2014.
- All pupils have the opportunity to put across their point of view through the School Council and suggestions made by School Council have been acted upon (eg changes to School Uniform policy).

Foster good relations

- RE curriculum includes the study of key religious groups within the UK, for example, Islam is taught in Year 5, Judaism in Year 6, Hindu festival of Diwali in Foundation Stage 2
- Muslim guest speaker invited to address pupils in Year 5 in May 2014
- Pupil contact throughout the year with our Link School in Nabikabala, Uganda. Ugandan teachers visited St Michael's in 2013 and are visiting again in June 2014. Regular whole-school fundraising events, including Year 6 children running games at the Summer Fayre, PTA Fashion Show, Governor Tea Bar at Parents' Evening; some £9,000 has now been raised in total for a new school building at Nabikabala.
- Continuing links with our other Link School, Sea Point, in South Africa (a predominantly Muslim school). St Michael's is currently exploring how these links can be strengthened using new technology in school. Year 5 pupils have sent questions about Islam to Sea Point pupils this year and Sea Point was visited by a teaching assistant from St Michael's.

- St Michael's was re-accredited with the International schools Award in September 2013, in recognition of our strong international links. "The work covered within the gaining of this Award has successfully built respect and appreciation of diversity" (SIAMs report, February 2014).
- Africa Day in year 2 included aspects of African art, language and culture.
- MFL curriculum and lunchtime French club explores French culture; occasional visits by French students from Hockerill Anglo-European College
- Family Toolkit event to be hosted at St Michael's from 12th June in conjunction with Windhill Children's Centre, a 3-week parenting course aimed at all families with children aged from 0-12
- Family workshops offered to all school families to develop parental involvement in children's learning – Music (Family Djemba drumming) on 27th March 2014 and a Family Puzzle workshop on 2nd April 2014
- Understanding of needs of others fostered by children's active support in school for a number of charitable causes eg Harlow Foodbank, Isabel Hospice, Save the Children, Sport Relief, Children's Society, Samaritan's Purse, Bishop of St Alban's Harvest Appeal (one of several school activities linked to Christian Aid; these included class assemblies focusing on the work done by this charity to help children in developing countries).