

## Equality Statement

At St Michael's we are committed to ensuring equality of opportunities for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At St Michael's, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

As a school we welcome our duties under the Equality Act 2010.

### **The general duties are to:**

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

### **A protected characteristic under the act covers the groups listed below:**

- age
- disability
- race
- gender (including issues of transgender)
- gender identity
- maternity and pregnancy
- religion and belief,
- sexual orientation
- marriage and civil partnership

In England and Wales the Act applies to all maintained and independent schools, including Academies, and maintained and non-maintained special schools. It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of any of the above protected characteristics.

The Act makes it unlawful for the governing body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions,
  - in the way it provides education for pupils,
- in the way it provides pupils access to any benefit, facility or service, or
- by excluding a pupil or subjecting them to any other detriment.

Please consult our Equal Opportunities Policy for further details.