



“Where all Children Grow and Flourish”

EQUALITY OBJECTIVES

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1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:
Eliminate discrimination and 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 characteristics – between people who share a protected characteristic and people who do not share it.

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 to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The governing board will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every three years.

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head teacher.

The Head teacher will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils.

Monitor success in achieving the objectives and report back to governors.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

Removing or minimising disadvantages because of their:

Gender

Race, colour, nationality, ethnic or national origin

Disability

Religion or belief

Sexual orientation
 Gender reassignment
 Marital or civil partnership status

In fulfilling this aspect of the duty, the school will:

Publish attainment data each academic year showing how pupils with different characteristics are performing

Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

Make evidence available identifying improvements for specific groups

Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, Fundamental British Values, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.

Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.

Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1	Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective:
<p>Ensure the gap in attainment between boys and girls is diminished.</p>	<p>Analysis of school data evidences there is a gender gap across the school, with girls out performing boys.</p>	<p>Deliver specific training to enable staff to meet the learning needs of boys.</p> <p>Ensure basic skills interventions target boys and measure progress half-termly.</p>	<p>Training has been booked for October.</p> <p>Systems are in place for a deeper analysis of data and teaching strategies across all year groups.</p> <p>All staff have detailed data about starting points and</p>

			predicted targets for groups of learners.
Objective 2			
To monitor and analyse pupil achievement by race and act on any trends or patterns in the data that require additional support for pupils.	The school has seen a change in the demographics of the school, whereby there is an increase in diversity within the community.	Detailed analysis of attainment by groups of learners, with individualised strategies in place to meet specific needs.	Identified diversity within the classes. Delivered an assessment to ascertain the level of English pupils have on entry to school.

9. Monitoring arrangements

The Head teacher will update the equality information we publish at least every year.

This document will be reviewed by the governing body at least every 3 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment