

## Equality Objectives

## Appendix B

We recognise that the Public Sector Equality Duty 2011 has three aims under the general duty for schools:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation and religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- *parent questionnaires*
- *involvement of the student council*
- *staff & Governor working party*
- *contact with parents representing pupils with particular protected characteristics*

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

The detail of these objectives should also be read in conjunction with the school's current equality information which has informed the development of the objectives.

Objective 1: 80% of all SEN/PP pupils make good progress in line with other pupils.

Objective 2: To improve and extend the opportunities provided to extend pupils understanding of other religions and cultures

**Date:** March 2016

**Date for Review and Re-Publication:** March 2017

**Signed:**

**Chair of Governors**

## MONITORING AND REVIEW ~ Objectives Set March 2016

The school will ensure that their equality information is reviewed annually and objective(s) at intervals of no more than four years. We will also review any single equality statement or equality policies at intervals of four years. However, a shorter cycle may be deemed necessary due to the circumstances of the school or if the annual review of the equality information prompts a shorter cycle

Objective	Protected group that this will most affect / influence	Actions to be undertaken	Lead responsibility	Timescale	Expected outcome
80% SEN/PP pupils make good progress in line with other pupils.	Disability & vulnerable.	Children identified and to receive targeted support. SENCo to monitor interventions. Pupil Progress meetings to focus on this group. Framework adopted to monitor progress of this group.	Class Teacher and SENCO.	March 2016 – March 2020	SEN/PP pupils making progress/ achievement in line with non-SEN/PP pupils.
To improve and extend the opportunities provided to extend pupils understanding of other religions and cultures	Religion or belief.	P4C continued and new staff trained. Range of speakers to reflect range of / different religious or cultural groups. Increase range of visitors invited in for RE	RE Leader & HT	March 2016 – March 2020	Pupils have a better understanding and tolerance of different cultures.

## MONITORING AND REVIEW ~ Reviewed March 2016

The school will ensure that their equality information is reviewed annually and objective(s) at intervals of no more than four years. We will also review any single equality statement or equality policies at intervals of four years. However, a shorter cycle may be deemed necessary due to the circumstances of the school or if the annual review of the equality information prompts a shorter cycle.

Objective	Protected group that this will most affect/influence	Actions to be undertaken	Lead responsibility	Timescale	Expected outcome
80% SEN/PP pupils make good progress in line with other pupils.	Disability & vulnerable.	Children identified and to receive targeted support.	Class Teacher and SENCO.	March 2015 – March 2017	SEN/PP pupils making progress/ achievement in line with non-SEN/PP pupils. 2015: 83% of PP pupils made expected progress in RW&M 100% of SEND pupils made expected progress in RW&M
To have a bi-annual interfaith week.	Religion or belief.	Philosophy incorporated into the curriculum with particular focus to the RE curriculum.	RE Leader.	March 2015 – March 2017	Pupils have a better understanding and tolerance of different cultures. This took place February 2015. Chris Lubbe invited as a speaker to KS2.
To make explicit that any type of bullying, in particular faith bullying and harassment will not be tolerated.	All groups.	Annual anti-bullying event to raise general awareness. Training for key staff delivering anti-bullying awareness. Focus on e-safety.	PSHE/SMSC/ICT Leaders.	March 2015 – March 2017	Children have a greater awareness of how to keep themselves safe and a better understanding of bullying. Anti – bullying Week Feb 2016 – led by pupil Anti-bullying reps Kindness a core value & focus of PSHE sessions PCSO's invited to delivered e-safety to pupils and parents

Objective	Protected group that this will most affect/influence	Actions to be undertaken	Lead responsibility	Timescale	Expected outcome
80% SEN/PP pupils make good progress in line with other pupils.	Disability & vulnerable.	Children identified and to receive targeted support.	Class Teacher and SENCO.	March 2013 – March 2015	SEN/PP pupils making progress/ achievement in line with non-SEN/PP pupils. <ul style="list-style-type: none"> <li>▪ 46% of SEN pupils made good progress.</li> <li>▪ 71% of PP pupils made good progress.</li> </ul>
To have a bi-annual interfaith week.	Religion or belief.	Philosophy incorporated into the curriculum with particular focus to the RE curriculum.	RE Leader.	March 2013 – March 2015	Pupils have a better understanding and tolerance of different cultures. <ul style="list-style-type: none"> <li>▪ This took place February 2015.</li> </ul>
To make explicit that any type of bullying, in particular faith bullying and harassment will not be tolerated.	All groups.	Annual anti-bullying event to raise general awareness. Training for key staff delivering anti-bullying awareness. Focus on e-safety.	PSHE/SMSC/ICT Leaders.	March 2013 – March 2015	Children have a greater awareness of how to keep themselves safe and a better understanding of bullying. <ul style="list-style-type: none"> <li>▪ This is an on-going objective. All the actions have been undertaken.</li> </ul>