

Equality Objectives 2019 – 2023

Equality Objectives Plan

| Link to Public Sector Equality Duty | Protected Characteristic/ Equality Group | Aim | Objective | Target Group (s): e.g. whole school, girls, boys, SEN, staff etc. | Action | Who's responsible? | Dates from and to: | Indicator of Achievement |
|---|--|---|--|---|--|--------------------|--------------------------------|--|
| Eliminate unlawful discrimination, harassment and victimisation | Sexual Orientation/ Race/Gender identity/ Disability/ Religion or belief | To prevent and respond to all hate incidents and prejudiced based bullying | Pupils/students feel safer as they are assured that incidents will be dealt with promptly and fairly Increased staff confidence Accurate reporting rates | Whole school and specifically vulnerable and equality groups pupils/students or those from a faith background | To review and update existing policies and procedures relating to bullying using the Equality Impact Assessment method Access staff training Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia. Promotion of hate incident recording to pupils/students. | HT | September 2019 – December 2020 | Staff attend anti-bullying training |
| Advance equality of opportunity | Race | To improve the attainment of Gypsy, Roma Traveller (GRT) pupils | Improved attendance and attainment by this group | Gypsy, Roma Traveller children | Collate and analyse data relating to attainment and attendance by target group Inter-school work to identify strategies to improve attainment of this group Engagement with parents of GRT pupils to encourage improved attendance | HT SENDCo | September 2019 - on-going | Improved attendance and attainment year on year of pupils regularly attending the school. Improved relationships with parents of GRT pupils |
| Advance equality of opportunity | Gender | To ensure that girls are equally involved in physical activity | Improved participation of girls in targeted sports activities | Girls | Monitor attendance of girls at out-of-school hours sports clubs Survey girls and understand barriers to participation | HT PE Lead | September 2019 - on-going | Increase in number of girls taking part in competitive sports |
| Advance equality of opportunity | Other | To continue to improve the attainment of pupils eligible for free school meals or the pupil premium | Improved attainment | Children eligible for free school meals and/or pupil premium | Collate and analyse data relating to attainment by target group Inter-school working to identify proven strategies to improve attainment of this group | HT SENDCo | Sept 2019 – ongoing | Improved attainment levels of pupils eligible for free school meals and/or pupil premium |
| Date Action Agreed: | | | | | Date Agreed for Review: | | | |