

The aims of the Equality Act 2010 cover three core areas:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Our equality objectives are:

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, pupil premium students, students with English as an additional language, students with special educational needs and disabilities, and looked after children

* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

Equality Objectives for period April 2019 – March 2023

Objective	Which group(s) with protected characteristics will this benefit/	Actions and who will be involved?	Timescale	Which general duty/ies will it address?	How will we measure our success?
To promote cultural development and understanding through a rich range of experience, both in and beyond the school	<ul style="list-style-type: none"> • Disability • Gender • Race • Religion or belief • Sexual orientation • Gender reassignment, 	<ul style="list-style-type: none"> • Programme of visits to include places of worship and larger towns and cities • Programme of visitors organised for assemblies to share different faiths and cultures • Senior Leadership Team, RE subject 	<ul style="list-style-type: none"> • Visit and visitors programme set by Sept. 2019 • Termly visitors 	<ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. 	<ul style="list-style-type: none"> • Pupils in the School will have a wider experience of a divergent society • Children understand that they are part of a multi- faith society and learn the values of other religions

		leader,			
To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities	<ul style="list-style-type: none"> • Disability • Gender • Race • Religion or belief 	<ul style="list-style-type: none"> • Analysis of register of attendance. Parents and pupil questionnaire. • Senior Leadership, PE co-ordinator 	<ul style="list-style-type: none"> • Parent questionnaire – summer term 2019 • Re-visit questionnaire annually Summer term. 	<ul style="list-style-type: none"> • Advance equality of opportunity between people who share protected characteristics and those who do not 	<ul style="list-style-type: none"> • Increase of attendance to after-school clubs. • All disadvantaged children attend at least one club or activity during the year.
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	<ul style="list-style-type: none"> • Disability • Gender 	<ul style="list-style-type: none"> • Keep accessibility plan up to date (see plan) • SENDco, Health and Safety Governors 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Advance equality of opportunity between people who share protected characteristics and those who do not 	<ul style="list-style-type: none"> • All pupils able to access learning and environment
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	<ul style="list-style-type: none"> • Disability • Gender • Race • Religion or belief • Sexual orientation • Gender reassignment 	<ul style="list-style-type: none"> • Manage an effective system for recording incidences of discriminatory behaviours. • Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording. 	<ul style="list-style-type: none"> • Feedback from pupils - termly 	<ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. 	<ul style="list-style-type: none"> • No recorded incidents of specific name calling i.e. homophobic/ racist • improve everyone's understanding of the implications of homophobic name calling • Parents will work with the school to eliminate
Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals,	<ul style="list-style-type: none"> • Disability • Gender • Race 	<ul style="list-style-type: none"> • Modify provision in order to meet all children's needs and interests. • Introduce more specific interventions for Literacy and Numeracy 	<ul style="list-style-type: none"> • Ongoing – see SDP 	<ul style="list-style-type: none"> • Advance equality of opportunity between people who share protected characteristics and those who do not 	<ul style="list-style-type: none"> • The gap between SEN pupils and non-SEN pupils will be narrowed

<p>students with special educational needs and disabilities and looked after children</p>		<ul style="list-style-type: none"> • Improve parental engagement by coming into school and being part of the learning experience • Class teachers, SENCo, parents 			
			<p>Monitoring arrangements: Inclusion and Outcomes Team and Personal Development, behaviour and Welfare Team to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.</p>		
			<p>Review dates: Spring 2020</p>		