

EQUALITY OBJECTIVES

Equality act 2010



Published Information – January 2018 onwards

Our vision for equality

Under the Equality Act 2010 we have a duty to eliminate discrimination, to advance equality of opportunity and to foster good relations between everyone who studies at and works in our school. We embrace these principles and we aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. We welcome the opportunity to publish information about our efforts to comply with our duties under this act and to share our objectives.

Realising the vision

The following are some of the methods that we use to realise our equality vision:

- The school gathers information on the pupil population broken down by ethnicity and gender
- On a termly basis the school gathers information about differences in attainment between girls and boys, between pupils of different ethnic backgrounds and of different educational needs.
- The school analyses this information and produces action plans to share with staff and governors to address any identified attainment gaps
- The school then targets resources, including the use of Pupil Premium money, to specific groups to close any identified attainment gaps.
- A senior member of staff, Madeline Eastwood, our deputy headteacher has special responsibility for equality matters.
- We use our shared mission statement to ensure that we embrace our diverse community. We do this in a range of ways that aim to increase understanding and invite others to feel part of the school community. For example, we participate in national projects such as Black History Week, focus on raising money for different charities that promote equality as well as tracking all school events to evaluate their inclusivity
- We make every effort to ensure that all activities and facilities are accessible in a way that prevents indirect discrimination.
- We have clear procedures for dealing with prejudice-related bullying and incidents.
- We adopt good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.
- We are in the process of finalising and adopting a school policy on equality

Our objectives in the Act are currently:

- We aim to narrow the gap in attainment in across all groups to bring equity and parity. For 2018 this will include closing the gap for the attainment of our pupil premium children across all year groups.

