

EQUALITY OBJECTIVES

Equality act 2010



Published Information – December 2022 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.
- 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.

- We want to promote an improved sense of shared belonging in the school and in the community. We will do this by covering equality issues in the curriculum, addressing in particular tackling prejudice and promoting community cohesion and mutual understanding.
- Our school's Equality Policy will be regularly updated for formal adopting and embedding across the school. The policy dissemination will be undertaken in line with this timescale.
- Any update in line with the Equality Policy will ensure a full review of our other policies to ensure that there is reference, where appropriate, to our equality vision and duties. This will be completed in time for policy ratification and adopting by the full governing body in our spring term meeting.

A significant outcome from achieving our objectives we will be to:

- ✓ increase the extent to which disabled pupils can participate in the curriculum
- ✓ improve the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- ✓ improve the availability of accessible information to disabled pupils

Date of this review: December 2022

Signed by: (Chair of Governors)

..... **(Headteacher)**

This statement will be re-reviewed – December 2023