

## EQUALITY

### Equality Information and Objectives April 2017 / April 2019

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, religion and belief].

- Objective 1      maintain 100% attendance for offsite outdoor and adventurous activities.
- Objective 2      increase proportion of vulnerable children attending extended school activities or attending clubs outside of school to 95%
- Objective 3      increase opportunities for vulnerable children to contribute towards improving our school community.
- Objective 4      to provide the highest possible education. The ethos of our school clearly reflects our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability.
- Objective 5      having referred to and analysed our equality information we have set ourselves the following objectives:
- Improve boys' attainment in maths and literacy.
  - Improve access and communication with disabled parents/carers through an effective website and VLE.
  - To improve the attainment of pupils eligible for free school meals
  - Ensure that staff and the governing body are aware of current legislation surrounding diversity and equality and understands the school's responsibility in it.
  - Ensure that the curriculum reflects religious and ethnic diversity.

#### ACTIONS

Support and intervention for under attaining boys
Recruit male reading volunteers
Small group support in class
Teacher led interventions
Regular monitoring and tracking of progress
Personalised programmes for learning in place
Build on existing programme of multi-cultural events in school [religious celebrations, assemblies]
Consult with parents to seek their views
Parent/teacher group to organise multi-cultural events
Staff to monitor curriculum to ensure multi-cultural elements are evident in planning and delivery.