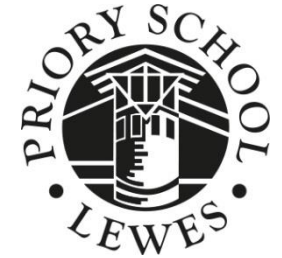


Public sector equality duty

Equalities objectives

Measuring and monitoring our performance and steering our actions

EQUALITY OBJECTIVES: 2020 -2024



Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who is responsible?	Dates from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities including bullying and cyber bullying	All pupils and staff	<p>Revise school Vision, Values and Ethos</p> <p>Embed Star Values</p> <p>To continue Life Skills programme & Tutor Programmes including: race, faith, bullying and discrimination</p>	<p>GB</p> <p>Assistant Headteacher (ST)</p> <p>Life Skills and Tutors</p>	<p>By Sept 2020</p> <p>By Sept 2020</p> <p>To Sept 2024</p>	<p>Drafted by GB Nov 2019</p> <p>Assemblies delivered</p> <p>Units included in SoW</p>

<p>Removing or minimising disadvantages suffered by people due to their protected characteristics.</p>	<p>SEND PP Disadvantaged</p>	<p>To improve outcomes and progress for vulnerable learners</p>	<p>Increase proportion of PP and SEN students who achieve 4+ in Maths and English and to reduce the gap to below the national gap (from 2019 baseline)</p> <p>To enhance curriculum opportunities for disadvantaged</p>	<p>Minority, marginalised and vulnerable pupils/students</p>	<p>Identify which groups are under-target in Maths and English</p> <p>Agree specific interventions to support progress towards targets</p> <p>Record interventions on SIMs</p> <p>To enhance support for Autism via a Specialist Facility</p> <p>To promote support for extra-curricular trips for PP and disadvantaged</p>	<p>Assistant Headteacher (Student Progress)</p> <p>Curriculum Leaders</p> <p>Staff Headteacher</p> <p>Trips co-ordinator</p>	<p>Sept 2019 – Aug 2024</p> <p>Sept 2020</p>	<p>Report progress to T&L throughout the year.</p> <p>Report progress on PPG report</p> <p>Report via HT Report to FGB</p>
<p>Foster good relations between people who share a protected characteristic and</p>	<p>All protected characteristics</p>	<p>To ensure that policy and practice relating to the welfare of students encourage the fostering of good relations</p>	<p>To ensure that policy and procedures encourage the fostering of good relations</p>	<p>Minority, marginalised and vulnerable pupils/students</p>	<p>Undertake equality impact assessment on policies and practices relating to welfare and management of students (e.g. student behaviour policy, anti-bullying policy and equalities policy)</p>	<p>SLT and governors</p>	<p>Sept 2019 – August 2024</p>	<p>Key policies identified</p>

those who do not.			Students and staff reporting improved sense of inclusion		Improved data collection and monitoring of equality information			
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