



Learning, listening and laughing together



Where happy children learn to fly

## Equality Objectives APRIL 2016 – APRIL 2020

### OBJECTIVES

To improve the staff's knowledge and understanding of equality and its implications and in this way reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. Our initial focus will be on narrowing the gap in attainment and differences in attitudes between boys and girls in KS2.

To increase the level of pupil voice by ensuring that our school council includes a fair representation of all pupils in our schools and in this way foster good relationships between those who have the protected characteristics and those who do not.

To identify areas where additional future Equality Objectives could be developed in order to reduce gaps in attainment, foster good relations and/or promote and enhance community cohesion.

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| <p><b>Specific</b></p>   | <p>These Objectives will clearly target the development of knowledge and understanding in relation to each of the Protected Characteristics in order to advance equality of opportunity and foster good relations.</p> <p>We will focus on potential differences in attainment by gender in Key Stage 2</p>  |
| <p><b>Measurable</b></p> | <p>Our Staff will demonstrate increasing levels of awareness, knowledge and confidence in relation to the specific Protected Characteristics; will access relevant resources and CPD; and will contribute to raising levels of awareness in our school, and to developing appropriate strategies to challenge differential outcomes.</p> <p>Our school council will reflect a fair representation of all our pupils and they will have equal opportunities to express their views and play a key role within our school.</p> <p>Pupils' attainment and progress by gender and other specific Protected Characteristics will be tracked and reported on termly.</p> |
| <p><b>Attainable</b></p> | <p>We will ensure that the members of staff can see the benefits of embedding equality in our schools, as well as recognising the benefits for their own personal development.</p> <p>We will aim for attainment at the end of Key stage 2 to be equal for both boys and girls.</p> <p>We will be supported by DBAT and the Local Authority through training and the provision of contacts and resource materials to make sure these Equality Objectives are achieved in our schools, enabling us to identify the issues and champion the best educational outcomes for all our pupils.</p>  |
| <p><b>Relevant</b></p>   | <p>The Equality Act 2010 has clearly set the agenda for advancing equality of opportunity and fostering good relations. Our schools endorse this vision and seek to develop their capacity across the board to deliver the best educational outcomes for all children and young people in relation to the Protected Characteristics.</p>   |
| <p><b>Time-Bound</b></p> | <p>We will review these Objectives annually during the four-year period, and evaluate the effectiveness of the strategies that we employ. Relevant Equality Information will be published and Equality Analysis conducted on an annual basis and will contribute to this review and evaluation process.</p> <p>Differences in attainment by gender will be eradicated by April 2018.</p> <p>These Equality Objectives will be achieved at the end of the four-year period at which time they will be reviewed and renewed. Additional Equality Objectives will be identified during the four-year period as appropriate.</p>                                       |