

## Equality Objectives January 2023



Audit carried out by: Amy Hardinge (Acting Headteacher) and Jo Westney (Family Advocate)

- 1) To narrow the gap in attainment between groups of children, for example girls and boys
- 2) To improve the attendance between groups of children, for example White British and Ethnically diverse children
- 3) Improve knowledge, skills and attitudes to enable children to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities.
- 4) Monitor and track incidents of bullying, prejudice and racism, including reporting incidents to the local authority. Reviewing the common themes, using data to understand the link between incidents and irregular attendance, and adjust our curriculum and intervention in response
- 5) To provide a supportive and inclusive working environment for all, actively promoting equality, diversity and inclusion in the workplace

### Action plan

Action	Intended outcome	Who is responsible?	Completion date
To be able to evidence targeted monitoring of pupil outcomes and attendance in relation to protected characteristics (FFT/termly monitoring to identify any issues arising)	To ensure that no group with protected characteristics are at risk of falling behind in their attainment and progress	SLT	End of Spring Term onwards
Identify protected characteristics of pupils who attend clubs and have roles and responsibilities within the school.	To ensure that no group with protected characteristics are disadvantaged through their access to additional opportunities outside of the curriculum	SLT/Admin	End of Summer Term
To educate the staff in the understanding the Equality Act 2010	Staff are more informed about the act	Family Advocate	March 2024
To develop a clear strategy and rationale behind addressing issues of bullying and prejudice.	All stakeholders are clear about how bullying and prejudicial incidents will be dealt with at school	Acting Headteacher and Governing Board	In line with the review of the anti-bullying policy
To make greater use of opportunities to celebrate diversity through assemblies linked to national/international days	Pupils to have a greater understanding of diversity/protected characteristics	RHSE lead/SLT	Ongoing

Review February 2024:

Objectives:

- 1) To narrow the gap in attainment between groups of children, for example girls and boys
- 2) To improve the attendance between groups of children, for example White British and Ethnically diverse children
- 3) Improve knowledge, skills and attitudes to enable children to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities.
- 4) Monitor and track incidents of bullying, prejudice and racism, including reporting incidents to the local authority. Reviewing the common themes, using data to understand the link between incidents and irregular attendance, and adjust our curriculum and intervention in response
- 5) To provide a supportive and inclusive working environment for all, actively promoting equality, diversity and inclusion in the workplace

Actions	Review notes
To be able to evidence targeted monitoring of pupil outcomes and attendance in relation to protected characteristics (FFT/termly monitoring to identify any issues arising)	Targeted monitoring exists for some groups - gender, FSM, Disadvantaged, SEND to ensure that trends within these groups are not overlooked and provision can be targeted accordingly. Next step: consider if other protected characteristics should be monitored, taking into account school context.
Identify protected characteristics of pupils who attend clubs and have roles and responsibilities within the school.	Monitoring exists for clubs in terms of disadvantaged/FSM/Military children to ensure priority is given to those who may benefit most from this additional provision. Next step: consider if gender or any other protected characteristic should be considered when allocating club places.
To educate the staff in the understanding the Equality Act 2010	Still to be actioned through a One Minute Guide (April 2024)
To develop a clear strategy and rationale behind addressing issues of bullying and prejudice.	SLT have been working more closely with parents of both victims and perpetrators of suspected bullying incidents and monitoring this via CPOMs logs. Next step: SLT to work on a more formal rationale and strategy for tackling incidents of bullying.
To make greater use of opportunities to celebrate diversity through assemblies linked to national/international days	Collective worship timetable now includes opportunities for celebrating diversity. Weekly picture news assemblies also allow for celebration of diversity. Next steps: Consider celebrating and recognising issues that are of importance and relevance to children within our school community.