

EQUALITY OBJECTIVES TEMPLATE

Date: January 2017



Following our audit of equalities in the school, the governing body has agreed the following Equality Objectives:
 Notes: There is no prescription about the **number** of objectives. Your objectives may cover **Teaching, learning and curriculum; Equity and Excellence for All; Community Engagement and extended services.**

The last two columns will help you to check your objectives' coverage – but, again, there is no prescription.

	Equality Objective	Success Criteria How we will know we are making progress	Actions required to achieve objective	Aims of the Equality Duty (Circle the aim that applies)	Protected Characteristics (Tick the groups to which it applies)
1.	To ensure that all pupils and groups of pupils make good progress	<p>Within 12 months Data analysis shows that identified groups of pupils achieve at least as well as those groups nationally.</p> <p>Within 2 years As above</p> <p>After 4 years</p>	<p>-Pupil progress meetings include discussions about the progress of groups</p> <p>-End of year and end of term assessments include analysis of progress made by particular groups (boys, girl, SEND, Pupil Premium, children of non-British/ white ethnic background)</p> <p>- Interventions to target individuals or groups identified to be underachieving.</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

<p>2.</p>	<p>To ensure that incidents of bullying & harassment based on prejudice are effectively managed ensuring appropriate support for victims and perpetrators</p>	<p>Within 12 months Staff demonstrate increased understanding of bullying and harassment based on prejudice.</p> <p>Records of prejudiced related incidents are maintained and responded to.</p> <p>Within 2 years Parental questionnaire/ interviews will show school is ensuring bullying and harassment is effectively managed.</p> <p>After 4 years Reduction in the number of prejudiced related incidents</p>	<p>Staff participate in local events and initiatives including OCC Anti-bullying campaign/ Staff training on dealing with prejudice related incidents</p> <p>Creative work with parents and pupils -TBC following consultation, investigation of timing and costs.</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
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<p>3.</p>	<p>To involve members of different groups from within and beyond the school community in wider aspects of school life.</p>	<p>Within 12 months Staff and governors are aware of the different groups that are in our whole school community.</p> <p>Within 2 years Confidence within and attainment across the curriculum has increased for identified groups.</p> <p>After 4 years</p>	<p>Collect and analyse relevant information and data about the community and visitors</p> <p>Map out and identify underrepresented groups</p> <p>Identify opportunities for members of different groups to be involved in school life – eg speakers and visitors/ visits.</p> <p>Invitation to gender specific club/ activity to promote engagement where there is low engagement (eg girls in PE).</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race</p> <p>Disability</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>
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