

Equality Objectives for the Academic Year 2017 – 18

The Equality Act 2010 requires schools to publish specific and measurable equality objectives that demonstrate that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Our equality objectives are based on our analysis of data and other relevant evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. Our School Development Plan and subsequent leadership action plans reflect these objectives. We regularly review the progress we are making to meet our equality objectives.

Equality objective	Actions to be taken	Lead person	Timescale	Impact
<p>By July 2018 the progress gap between vulnerable groups and all others will have begun to diminish when compared to the previous academic year.</p>	<ul style="list-style-type: none"> • Full analysis of current pupils to establish where gaps exist. • Appoint a full time SENDCo to support teachers with planning and advice. • Appoint Governor Champion for inclusion • Training with staff to use a new assessment system that allows them to analyse where progress may be slow or where gaps exist. • Programme of intervention support in place for vulnerable pupils • Information and data reported to FGB • Inclusion action plan in place • Data to be used more wisely as evidence to support what intervention is needed. • Continue to employ the services of a play therapist to support children most in need. 	<p>HT/ DHT / SENDCo / VC (Gov)</p>	<p>By July 2018</p>	

<p>During the 2017 – 18 academic year we will ensure that there is equality of opportunity for all groups of children.</p>	<ul style="list-style-type: none"> • Through a carefully planned set of monitoring activities, ensure that the standards of teaching and learning for all children remains at least good. • Ensure that children who are disadvantaged are considered for enrichment activities. • Children with SEN or EAL are supported through appropriate activities with advice from the SENDCo. Children with an EHCP have a 1 to 1 support. • Pupil progress meetings will always have a focus for vulnerable groups • Teachers / TAs will receive CPD to enhance their practice. • Provide an online learning platform and reading scheme to capture those reluctant readers, or those with less home support to engage with learning at home. • Introduce a new scheme for English (Power of Reading) to improve quality first teaching for all children. 	<p>HT / DHT / AHT / SENDCo</p>	<p>July 2018</p>	
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<p>In the 2017 – 18 academic year we will increase the level of parental engagement to support all groups of children.</p>	<ul style="list-style-type: none"> • Introduce a Parent Hub that addresses topics our parents want to talk about, including SEN • Play therapist and SENDCo to engage parents through wellbeing coffee mornings. • EYFS / KS1 to have family reading time to encourage parents to come into school and see the value of reading with their child and how we teach reading at school. • In the summer term, provide reading workshops for our families to see how we teach reading in school. • SENDCo/ PP champion to invite parents in during parents evening events to offer support to families. • The Play therapist to provide support for our most vulnerable families. • Use celebration assembly to invite parents in to celebrate the successes of our children. 	<p>SENDCO / DHT / AHT/ EC</p>	<p>July 2018</p>	
<p>In the 2017 – 18 academic year we will promote an understanding and respect for differences</p>	<ul style="list-style-type: none"> • Identify opportunities within the curriculum to study other countries, faith and cultures and to celebrate diversity • Use democratic circles as a tool for debate across vertically grouped children for topics on ‘respecting differences, self, environment’ • Use assembly to celebrate important festivals for major religions. • Promote the schools vision, values and aims in everything we do. 	<p>Everyone / SLT to check curriculum coverage.</p>	<p>July 2018</p>	