



Equality Objectives 2020-2021

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Objective 1

To improve the outcomes for disadvantaged children, so that the gap between this group and nondisadvantaged children reduces and is ultimately closed.

Why we have chosen this objective:

Disadvantaged pupils, particularly those with SEN, are currently under-performing compared to non disadvantaged children. This objective directly correlates with one of the targets in our SIP. By targeting this group of children we intend to reduce the attainment gap of pupils supported through the pupil premium in all subjects.

To achieve this objective we plan to:

Ensure this target is a focus target in the SIP

Appraisal targets for staff are directly linked to the outcomes of disadvantaged children

- SENCO, and leaders to regularly monitor the progress and attainment of this group of children so that timely and relevant action can be taken as a result.
- Ensure funding for disadvantaged children is focussed on facilitating better outcomes
 - Work closely with the SENDO

Equality Objective 2

To improve the staff knowledge of different needs of different groups of children

Why we have chosen this objective:

The progress of children from different groups is a high priority in the school and all staff including support staff need a clear understanding of how we meet the needs of all our pupils.

To achieve this objective we plan to:

- Ensure it's a target in the SIP
- Support staff have access to training within the different groups of our school
- Ensure all staff have up to date training on phonics
- Ensure funding is available to support training.

Equality Objective 3

To appropriately integrate sexual orientation into the curriculum in a positive and constructive way, which enables pupils to understand and respect difference and diversity

Why we have chosen this objective:

Qualitative evidence and behaviour logs including CPOMS show that there are instances where children have used homophobic words and phrases towards each other. In discussion with children, gay and lesbian relationships are often sniggered at for being different.

To achieve this objective we plan to:

- Pupil voice to establish if children feel safe in school and instances of name calling.
 - Pupil interviews to take place
 - Ensure that SRE is taught throughout school in a supportive and nurturing through Diocesan scheme.
 - Ensure staff are trained to deliver the scheme.
 - Use pupil voice to monitor and evaluate any changes in viewpoint or opinion and identify areas to target.
 - Discuss at local cluster meetings to identify good practice.