

EQUALITY OBJECTIVES: 2017 – 2021

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates	Milestone/progress:
All aims of duty	All protected characteristics	To increase the participation of students/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of students/students involved in the decision-making processes of the school	Minority, marginalised and vulnerable students/students	<p>Identify which groups are under-represented in the Student Voice and/or student voice processes within the school</p> <p>Set up group of students to develop actions which better involve the target group</p> <p>Involve PPG students in public interface</p>	EWA/SWA	On-going	Increased minority students in Leadership roles.
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/Race/Gender identity/Disability/Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	<p>Students feel safer as reported in safer schools survey as feel incidents will be dealt with.</p> <p>Increased staff confidence</p> <p>Accurate reporting rates.</p> <p>Raise awareness of LGBT within the school community and provide support for LGBT students</p>	Whole school and specifically BME /LGBT/SEND students/students or those from a Faith background	<p>Access staff training.</p> <p>Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia</p> <p>Promotion of hate incident recording to students.</p>	<p>SLT</p> <p>YL</p> <p>Mental Health Lead</p>	On-going	Staff Attended Anti-bullying training
Advance equality of opportunity	Disability/All	To increase social and emotional skills for students/students with BESD	Improved ability by students/students to handle difficult situations and a	Students/students with BESD	To employ Aspire Mentors who work with students with SEMH or behaviour needs that impact on progress	SWA	on-going	Students identified and support

		(Behavioural, emotional and social difficulties)	reduction in classroom disruption					programmes in place.
Advance equality of opportunity	Sex	To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	Positive changes in options around work experience and diplomas	Year 7-10	Through the HM project and CIAEG activities to provide activities that allow students/students to explore gender stereotyping in careers To ensure that diplomas meet the needs of boys and girls To ensure theta the option process is marketed at both boys and girls	GMA	on-going	Careers map identifies opportunities to promote
Advance equality of opportunity	Other	To improve the attendance and PA of students eligible for free school meals and SEND	Improved attendance Reduction of PA's and increase number of students above 97%	Children eligible for free school meals and students with SEND	Collate and analyse data relating to attendance by target groups Work with Attendance officer to identify strategies to improve attendance and PA's of these groups	EWA/ Year Leads	Sept 2017– July 2018	Reviewed ASP School attendance data
Advance equality of opportunity	community cohesion	To promote good relations between people from different backgrounds	To respect and celebrate individual differences of different cultures.	All Years	Act of Worship programme continue to celebrate cultural events throughout the year to increase student awareness of different communities e.g. Diwali, Eid & Christmas.	YL, TCR	On-going	Act of Worship plan in place
Advance equality of opportunity	All	All students meet or achieve their targets	To ensure that all groups of students are making good progress	Girls, Boys, EAL, SEND & Disadvantaged students.	All teachers to provide high quality learning experiences that enable them to meet or exceed their targets	EWA / STL	On-going	Mock and exam results