

EQUALITY OBJECTIVES: 2020 - 2024

Objectives that are proportionate and support our School Improvement Plan

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 from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	To register school and progress towards the Unicef Rights Respecting Schools Award ¹	Senior Leadership Team and Governors	Jan 2020 - Jan 2024	
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision-making processes of the school	Minority, marginalised and vulnerable pupils/students	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school Set up group of pupils/students to develop actions which better involve the target group	SLT, teacher with responsibility of school council	Jan 2020 - Jan 2024	
Eliminate unlawful discrimination, harassment and	All	To ensure that policy and	Identification of equalities training needs in relation to protected	Applicants and all school staff including volunteers	Ensure alignment with local authority guidance	SLT	Jan 2020 - Jan 2024	Meeting held with

¹ <http://www.unicef.org.uk/Education/Rights-Respecting-Schools-Award/>

		practice relating to the			Improved data collection			Personnel and inset
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victimisation Equality of opportunity		recruitment, retention and training is inclusive of the diverse needs of applicants and staff	characteristics Improved data collection and analysis on staffing issues Staff reporting improved sense of inclusion		and monitoring of equality information relating to staff Analysis of staff training completed in relation to equality		Jan 2020 - Jan 2024	session for staff on importance of equality monitoring booked
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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	Students feel safer as reported in safer schools survey as feel incidents will be dealt with. Increased staff confidence Implementation of SIMS reporting for anti social behaviour and hate incident reporting to improve accuracy and increase reporting rates.	Whole school and specifically BME /LBGTU/SEND pupils/students or those from a Faith background	To review and update existing policies and practice relating to bullying Access staff training. Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia Promotion of hate incident recording to students during antibullying week	SLT Anti-bullying lead	Jan 2020 - Jan 2024	Staff Attended Antibullying training
Eliminate unlawful discrimination, harassment and victimisation Fostering good relations	Sexual Orientation	To ensure LGBTU pupils are accepted and homophobia, Transphobia and biphobia is challenged	Increased staff confidence in dealing with and reporting rates of LGBT bullying. Rates of LGBT bullying and use of homophobic language decreases	Whole school and specifically LGBTU students	Utilise 'All Of Us' and Stonewall resources in PSHE Celebrate lesbian, gay, bisexual and transgender (LGBT) History Month	PSHE Lead	Jan 2020 - Jan 2024	Sessions timetabled

Advance equality of opportunity	Sex	To increase the confidence of some female students in accessing sexual health services.	Reported increase in female pupils/students accessing local sexual health services	Targeted female students	Establish and run small group sessions for targeted students	School nurse	Jan 2020 - Jan 2024	Dates set for group sessions
Advance equality of opportunity	Sex	To ensure that girls are equally involved in physical activity	Improved participation of girls in targeted sports activities	Girls	Monitor attendance of girls at out-of-school hours sports clubs Survey girls and understand barriers to participation	Head of PE	Jan 2020 - Jan 2024	
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with social, emotional and mental health needs	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils/students with social, emotional and mental health needs.	Train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills	SENCo	Jan 2020 - Jan 2024	
Advance equality of opportunity	Disability	To better understand the needs of disabled parents/carers within our school community	Improved access and communication with disabled parents/carers	Disabled parents/carers	Make all information more accessible to parents more accessible and less wordy. Gather and record information relating to disabled parents.	SLT or Parent Liaison Officer	Jan 2020 - Jan 2024	

Advance equality of opportunity	Sex	To promote opportunities for boys and girls to learn more about career opportunities	Positive changes in options around work experience and diplomas	Year 10	Provide activities that allow pupils/students to explore gender stereotyping in careers To ensure that diplomas	Head of Careers Education	Jan 2020 - Jan 2024	Reviewed gender pack resource
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		which challenge gender stereotyping			meet the needs of boys and girls			
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment	Children eligible for free school meals	Collate and analyse data relating to attainment by target group Review 'Closing the gap with the new primary national curriculum', implement relevant strategies	SLT	Jan 2020 - Jan 2024	Review ASP data
Advance equality of opportunity	Race	To improve the achievement of GRT pupils	Improved attendance and attainment by this group	Gypsy, Roma Traveller children	Collate and analyse data relating to attainment and attendance by target group Work with (SLES) and Traveller Education Team to identify strategies to improve attainment of this group	SLT	Jan 2020 - Jan 2024	Reviewed National Strategy Material

Fostering good relations	Age	To improve understanding and to challenge stereotyping between young and older people	Increased positive attitudes towards each other	Year 6 and Year 4	Set up a creative arts project on the local environment between older people (via University of the Third Age) and year 6 pupils Set up a buddying system of Year 4 pupils and older people (working with Age Concern)	Class teachers	Jan 2020 - Jan 2024	
Fostering good relations	All	To promote good relations between people from different	Improved understanding of East Sussex community and the diversity within it	Year 8	Set up school linking with another East Sussex school in a different geographical location and	SLT PSHE Coordinator	Jan 2020 - Jan 2024	Made contact with urban school

		backgrounds	Increased positive attitudes towards disabled people		population make-up Make use of disability images pack in PSHE Invite in representatives from protected equality groups to meet with children			Received copy of disability images pack and held staff training session
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