

Part 3 – Equality Objectives Action Plan – 2021 – 2025

Public Sector Equality Duties: eliminate unlawful discrimination, harassment, or victimisation (EUDHV); equality of opportunity (EO); fostering good relations (FGR)

| PSED | Protected Characteristic/ Equality Group | Aim | Objective | Target Group(s): e.g. whole school, girls, boys, SEN, staff | Action | Who is responsible? | Dates from and to: | Indicator of Achievement |
|---------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| ALL EUDHV EO FGR | All | Increase pupil, staff & governor awareness of legal & human rights and the responsibilities that underpin society | Pupils to understand they have rights, how they can exercise them, and how their rights link to their responsibilities | All pupils and staff | Increase awareness of the School Single Equality Scheme across all groups within school and how it affects everyone | Senior Leadership Team (SLT), staff & Governors | Sep 2021- Oct 2021 | Pupils, staff & Governors are aware of school's objectives and action plan (as is age or stage appropriate) |
| ALL EUDHV EO FGR | All | Improve displays and other images in the school to reflect and promote diversity in terms of the equality groups | For pupils to have positive visual images throughout their education which show and promote diversity | All staff, pupils and visitors | Ensure displays in classrooms/corridors promote diversity in terms of race, sex and ethnicity Ensure the curriculum promotes role models & heroes young people can identify with, which reflect school's diversity of equality groups. | All staff | Sep 2021 – on-going | More diversity reflected in displays across all year groups. Increase in pupils' participation, confidence and achievement levels |
| ALL EUDHV EO FGR | 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 better understand barriers to participation | Sports Co-ordinator | September 2021 - on-going | Increase in number of girls taking part in competitive or extra-curricular sports |
| ALL EUDHV EO FGR | Disability/All | Increase social and emotional skills for pupils with social, emotional and mental health difficulties (SEMH) | Improved ability by pupils to handle difficult situations and a reduction in classroom disruption | Pupils with SEMH issues/ Children identified as vulnerable | Trained staff to deliver targeted group or sessional work supporting specific pupils in developing social and emotional skills (ELSA) Introduce nurture groups for the most vulnerable. | Mental Health Lead/ Learning Mentors | September 2021- on-going | Improved classroom behaviour. Reduced challenging behaviour and reduction in need to physically restrain |
| ALL EUDHV EO FGR | Other | Improve the attainment of pupils eligible for free school meals | Improve attainment | Children eligible for free school meals | Collate and analyse data on attainment by target group Work with other schools to identify proven strategies to improve attainment of this group | SLT | Sep 2021 – On-going | Improved attainment levels of pupils eligible for free school meals |
| Date Action Agreed: | | 29/09/21 | | Date Agreed for Review: | | Autumn 2025 | | |