

SEDFIELD PRIMARY SCHOOL

EQUALITY OBJECTIVES 2018-19

The Equality Objectives set out within this document, along with other school policies and plans, are designed to enable Sedgfield Primary School to comply with the legal requirements of the Equality Duty. This duty has two main parts: the 'general' equality duty, and 'specific' duties.

The **general equality** duty has 3 main elements, or aims, which schools need to have due regard to when making decisions and developing policies:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it, by having due regard to the need to:
 - a. Remove or minimise disadvantages
 - b. Take steps to meet different needs
 - c. Encourage participation when it is disproportionately low
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

There are 2 **specific duties** that are required:

1. To publish information to demonstrate how the equality duty is being complied with
2. To prepare and publish one or more specific and measurable equality objectives.

The equality duty supports good education and improves pupil outcomes. Equality objectives are set to improve the experience of different groups of pupils, by focusing on tackling those issues and priorities relevant to the school.

Objective	Action	Time	Lead Person	Monitoring & Evaluation	Success Criteria	Evidence Source
To increase the progress of children eligible for Pupil Premium in Reading and GPS.	Track progress closely. Target intervention groups.	Weekly	E Smith SLT	Tracking sheets Planning Termly trackers analysis	The gap progress of PP children improves from 2018 figures.	Tracking documents SATs results
To increase the progress of target groups of boys in KS2 in reading and encourage boys to enjoy reading throughout school.	Track progress closely. Purchase reading scheme books to motivate and interest boys. Target intervention groups for specific boys.	Weekly	S Smith SLT	Tracking sheets Planning Termly trackers analysis	The gap between the progress of boys and girls in reading narrows from 2018 SATs.	Tracking documents SATs results
To monitor and analyse pupil achievement by race, disadvantage, gender and disability, and act upon any trends or patterns in this data that require additional support for pupils	Analyse attendance and tracking data Carry out work scrutiny	Termly	A Cox SLT	Data analysis Work scrutiny	All children achieve target levels	Attendance data Assessment tracking data Exercise books
To increase children's awareness of difference within the family and of individuals	Focus family group activities on E&D issues Achieve the EQualities Award again and Arts Mark Include discussions on E&D issues within school assemblies	Bi-weekly, on-going December 2017, July 2018 4 week focus twice yearly	TD AT A Cox	Governor monitoring by link visits and learning walks Family group books monitoring by TD	Equality and Diversity Award achieved Arts Mark achieved Children are able to express an understanding of E&D issues when questioned	Equality and Diversity Award folder/on-line file Arts Mark documentation / files Governor link visit and learning walk reports Family group books Assembly timetables
To publish relevant information on E&D	Include items in school newsletter and on website.	Monthly	A Cox	Governor monitoring	Updated website Newsletters produced and distributed	Web page Newsletters