

EQUALITY OBJECTIVES 2016 – 2017

Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Groups	Action	Responsibility	Dates from and to	Milestones \ Review \ Progress:
All aims of duty	All protected characteristics	Improving visual environment around the school to reflect positive attitudes	<p>We aim to provide a range of visual materials which challenge stereotypes and promote positive attitudes to difference around the school.</p> <p>We will look to create an improved range of visual materials to celebrate equality, diversity and tolerance.</p>	Minority, marginalised and vulnerable students	<p>Increased range of art work on display from ethnic influences.</p> <p>Ensure that PSHE and Citizenship resource poster material reflects ethnicity and diversity.</p> <p>Purchase further resources for classroom and corridor display.</p>	SLT Monitoring All Staff	Sept 2016 – July 2017	SLT Review
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>BehaviourWatch reporting for anti-social behaviour and hate incident reporting to improve accuracy and increase reporting rates.</p>	Whole school and specifically BME /LBGTQ/SEND pupils/students or those from a Faith background	<p>To review and update existing policies and practice relating to bullying (Opportunity to carry out EQIA).</p> <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 BW hate incident recording to staff and students.</p>	SLT DHT Pastoral Care Anti-bullying lead	Sept 2016 – July 2017	SLT Review

<p>Advance equality of opportunity</p>	<p>Sex</p>	<p>To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping</p>	<p>Positive changes in around Work Experience, Year Nine Options and Year Eleven Options preparation</p>	<p>Year 9 Year 10 Year 11</p>	<p>Provide PSHE activities and assemblies that allow students to explore gender stereotyping in careers</p> <p>Employ Tip of the Iceberg Theatre in Education team to provide bespoke PSHE learning opportunities for Y7 – Sixth Form.</p> <p>To ensure that options process meets the needs of both boys and girls</p> <p>Enhance students' awareness of employment opportunities and pathways via Careers Days, Employer Breakfast Meetings, Careers Carousels, Mock Interview Days, Site Visits, 14 – 156 College Programme, Work Shadowing & Extended Work Experience.</p>	<p>Head of Careers Education</p> <p>SLT</p>	<p>Sept 2016 – July 2017</p>	<p>Termly Review</p>
<p>Advance equality of opportunity</p>	<p>Other</p>	<p>To improve the attainment of pupils eligible for Free School Meals and Pupil Premium</p>	<p>Improved attainment Improve Access to Education</p>	<p>Children eligible for free school meals or Pupil Premium Ever 6</p>	<p>Collate and analyse data relating to attainment by target group</p>	<p>SLT Heads of Departments</p>	<p>Sept 2016 – July 2017</p>	<p>Reviewed RAISE online data and equality data report</p> <p>Reviewed "Closing</p>

					<p>Utilise PiXL membership to identify strategies to improve attainment of this cohort</p> <p>Utilise Pupil Premium to offer 1:1 support, access to learning strategies, assist with curricular resources, ICT access and trips.</p>			the Gap" with regard to achievement
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Abbreviations:

- DHT – Deputy Headteacher
- BME – Black and Minority Ethnic
- EQIA – Equalities Impact Assessment
- HOD – Heads of Department
- LBGTQ – Lesbian, Bisexual, Gay, Trans & Queer (www.libertateyourself.co.uk)
- PiXL – Partners in Excellence
- PSHE – Personal Social and Health Education
- SEND – Special Educational Needs and Disabilities
- SLT – Senior Leadership Team