**EQUALITY OBJECTIVES 2020 – 2021**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | We aim to provide a range of visual materials which challenge stereotypes and promote positive attitudes to difference around the school.We will look to create an improved range of visual materials to celebrate equality, diversity and tolerance.  | BAME, marginalised and vulnerable students  | Increased range of art work on display from ethnic influences.Ensure that PSHE and Citizenship resource poster material reflects ethnicity and diversity.Purchase further resources for classroom and corridor display. | SLT MonitoringAll Staff | Sept 2020 – July 2021 | 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  | Students feel safer as reported in safer schools survey as feel incidents will be dealt with.Increased staff confidenceBehaviourWatch reporting for anti-social behaviour and hate incident reporting to improve accuracy and increase reporting rates.  | Whole school and specifically BAME /LBGTQ/SEND pupils/students or those from a Faith background | To review and update existing policies and practice relating to bullying (Opportunity to carry out EQIA).Access staff training.Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobiaPromotion of BW hate incident recording to staff and students. | SLTDHT Pastoral CareAnti-bullying lead | Sept 2020 – July 2021 | SLT Review |
| 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 around Work Experience, Year Nine Options and Year Eleven Options preparation  | Year 9Year 10Year 11  | Provide PSHE activities and assemblies that allow students to explore gender stereotyping in careersEmploy Tip of the Iceberg Theatre in Education team to provide bespoke PSHE learning opportunities for Y7 – Sixth Form.To ensure that options process meets the needs of both boys and girlsEnhance 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. | Head of Careers Education SLT | Sept 2020 – July 2021 | Termly Review |
| Advance equality of opportunity  | Other  | To improve the attainment of pupils eligible for Free School Meals, Pupil Premium and PP+ (CLA) | Improved attainment Improve Access to Education | Children eligible for free school meals or Pupil Premium Ever 6, Pupil Premium Plus | Collate and analyse data relating to attainment by target groupUtilise PiXL membership to identify strategies to improve attainment of this cohort Utilise Pupil Premium to offer 1:1 support, access to learning strategies, assist with curricular resources, ICT access and trips.Utilise Pupil Premium Plus to offer 1:1 support, access to learning strategies, assist with curricular resources, ICT access and trips. | SLTHeads of DepartmentsSubject StaffPastoral StaffDesignated Teachers (CLA) | Sept 2020 – July 2021 | Review progress data to incorporating equality indicators for gender, ethnicity, PP, PP+, FSMReviewed “Closing the Gap” with regard to achievement Termly PEP Reviews for CLA students |
| All aims of duty | All protected characteristics  | To promote British Values | Increased awareness of the prescribed British Values:* Democracy
* The rule of law
* Individual liberty
* Mutual respect
* Tolerance of those of different faiths and beliefs
 | All groups | Produce British Values statement for Chauncy SchoolProvide opportunities to promote British Values throughout the curriculum:* Assemblies
* PSHE lessons
* Subject specific references in subjects such as History, Geography, English, RE, Philosophy & ethics
* Cross curricular opportunities such as Community Day
 | SLTHeads of DepartmentsLearning CoordinatorsTutorsSubject Staff | Sept 2020 – July 2021 | SLT Review |

**Abbreviations:**

* BAME – Black, Asian and Minority Ethnic
* DHT – Deputy Headteacher
* CLA - Child Looked After
* DT – Designated Teacher for Child Looked After
* 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