



Equality Objectives

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act says that schools and other public bodies must:

1. Encourage good relations and ensure everyone has equality of opportunity
2. Eliminate unlawful discrimination, harassment and victimisation
3. Help make sure everyone has an equal chance to make the most of their lives and talents

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

Our Objectives and what we need to do to achieve them:

1. To raise the awareness and skills of staff regarding equalities issues to promote fairness, equality and good relations in the context of their roles
 - Ensure that staff have read and understood our Equality and Diversity statement and policy
 - Ensure that all staff are aware of and understand our Equalities Objectives
 - Ensure that equalities issues are an integral part of whole staff CPD and appraisal processes
2. To explore and understand issues further so that the school can secure a narrowed gap between the achievement of boys and girls
 - Raising the achievement of boys is a whole school priority for 2018/19
 - All staff to be aware of our plan to address this issue within the whole school improvement plan
 - Ensure that this issue is an integral part of whole staff CPD
 - Track the progress of boys and girls across all year groups and put in place bespoke intervention where the gap between the achievement of boys and girls is not diminishing
3. Continue to evaluate and review our Pupil Premium strategy to ensure that the achievement gap between our disadvantaged students and our non-disadvantaged ones continues to diminish
 - Pupil Premium strategy for 2017/18 and its impact evaluated during Autumn half term 1 in 2018
 - New Pupil Premium for 2018/19 written and put on the school website in October 2018
 - All staff to be aware of the content of the school's pupil premium strategy with whole staff CPD provided

- Track the progress of disadvantaged students across all year groups and put in place bespoke intervention where the gap between the achievement of disadvantaged and non-disadvantaged students is not diminishing as per the PP strategy
4. Embed a culture of support for students from minority groups, including those of non-British ethnic origin and LGBT pupils with relevant support scaffolds and procedures to promote equality and manage intolerances
- Use every opportunity to celebrate cultural diversity both through the curriculum and via our extensive extra-curricular offer
 - Ensure that Friesland's inclusive ethos and sense of community is regularly shared with students and staff
 - Ensure that any student who needs support and advice has a trusted adult they can turn to for help and advice
 - Monitor inclusivity through the ongoing work of student services at the school
 - Use student voice, via School Council, to monitor the impact of this work
5. To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity
- In revising schemes of work, Subject Heads, supported by Wider Leadership, to ensure that opportunities to address issues of equality and diversity are developed
 - In revising schemes of work for PSHE, Year Heads, supported by Wider Leadership, to ensure that opportunities to address issues of equality and diversity are developed
 - Use student voice, via School Council, to monitor the impact of this work
6. Evaluate and review any issues of gender imbalance across the school workforce
- Use the School Work Census to evaluate any gender imbalances
 - Carry out benchmarking work across schools in the trust, looking at potential gender issues
 - Be mindful of any gender imbalance issues when advertising new posts and making appointments

Signed by the Headteacher _____ Dated _____

Signed by the Chair of Governors _____ Dated _____