

Section 3

EQUALITY OBJECTIVES: 2020 - 2024

These objectives support our Federation Improvement Plan

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life, including SEND pupils/students	Increase the diversity of pupils/students involved in the decision-making processes of the school, including SEND pupils/students.	Minority, marginalised and vulnerable pupils/students, including SEND pupils/students	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school Actively encourage and facilitate vulnerable groups participation, e.g. making use of communication tools that might help some students' voice to be heard e.g. SEND.	SLT, teacher with responsibility of school council	Jan 2021 – July 2021	
All aims of duty	All protected characteristics	To ensure our curriculum addresses race equality	Students have a clear understanding of race equality through their learning Class environments are evidence an environment that addresses race equality Increased staff confidence in the	Whole school	To review and update existing policies. Look at LA Race equality guidance. Access staff training. Ensure continuing professional development for staff to develop skills in teaching race equality	SLT Anti-bullying lead	Annually	LA guidance made available for all staff. Staff Attended race equality training

			teaching and learning of race equality		Promotion and celebration of diversity in school			
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with social, emotional and mental health needs	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils/students with social, emotional and mental health needs.	<p>Further embed Thrive across our schools through staff training, group and individual support.</p> <p>Train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills</p> <p>Introduce pupil profiles to enable staff to understand children's needs better</p>	SENCo	Sept 2020-ongoing	