

Polegate School EQUALITY OBJECTIVES: 2014 - 2017

Objectives Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s):	Action:	Who's responsible?	Dates from and to:	Milestone/ progress
All aims of duty	All protected characteristics	To increase the participation of all parents ensure representation from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity parents involved in the decision-making processes of the school	Minority, marginalised and vulnerable parents including those parents that are often considered hard to reach.	Identify which groups are under-represented at parent consultation evenings. Increase opportunity for involvement. Keep registers	SLT	September 2014- July 2017	
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	To register schools and progress towards the Unicef Rights Respecting Schools Award ⁷	Senior Leadership Team and Governors	September 2014- July 2017	
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils to handle difficult situations and a reduction in classroom disruption	Pupils with BESD	Train staff to deal with challenging behaviour. Inclusion Team to begin small group work sessions to support targeted pupils in developing social and emotional skills	SEAL (Social and emotional aspects of learning) co-ordinator Inclusion	September 2014- July 2017	Behaviour log
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment	Children eligible for free school meals	Collate and analyse data relating to attainment by target group Work with Standards	SLT Class teachers	September 2014- July 2017	Pupils identified at progress meetings

					and Learning Effectiveness Service (SLES) to identify strategies to improve attainment of this group			
Advance equality of opportunity	Race	To improve the attainment of GRT pupils	Improved attendance and attainment by this group	Gypsy, Roma Traveller children	Collate and analyse data relating to attainment and attendance by target group	SLT Class teachers	September 2014- July 2017	
Fostering good relations	All	To promote good relations between people from different backgrounds	Improved understanding of British community and the diversity within it Increased positive attitudes towards disabled people	Year 6	Set up school linking with an inner city school in a different geographical location and population make-up Make use of disability images pack in PSHE Curriculum delivery cover injustice World War II atrocities	SLT Year 6 teachers	September 2014- July 2017	
Fostering good relations	All	To create a better understanding between people from different backgrounds, and how these are valued within the school setting.	Improved understanding of British community and the diversity within it. Increase staff confidence.	All pupils and staff	Staff to visit other settings and gather examples of good practice. To report back to colleagues.	Class teachers	September 2014- July 2017	Visits timetabled
Eliminate unlawful discrimination, harassment and victimisation	Race/ Religion or Belief/ Disability	To ensure the content of school meals and the eating environment meets the needs of all race and faith groups and those with specific health needs	Increased take up of school meals	All those with specific race, faith, cultural and health needs	Establish a school food group including representation from diverse groups	School caterers/cook	September 2014- July 2017	