



## Equality Objectives 2021 – 2024

The general equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

**Objective 1 - Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.**

- Why we have chosen this objective: To raise awareness of equal opportunities and attract more applicants from diverse backgrounds.
- To achieve this objective, we plan to: Book training and ensure our recruitment meets these requirements.
- Progress we are making towards this objective:

**Objective 2 – To narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act**

- Why we have chosen this objective: To improve attainment and support of vulnerable pupils
- To achieve this objective, we plan to: Continue the homework club and specifically target PP pupils.
- Progress we are making towards this objective: We have established a lunchtime homework club that runs weekly for Y4/5/6 pupils. School Council have feedback that this club is very popular with pupils and they have asked for it to continue.

**Objective 3 – To develop the social communication skills of our autistic pupils.**

- Why we have chosen this objective: To improve our autistic pupils' social interactions
- To achieve this objective, we plan to: Look at EHCP / SEND support plans, gain advice and support from Autism Outreach, educational psychologists, Sycamore Centre and speech and language and put further support in place.
- Progress we are making towards this objective: