



Boorley Park School
Boorley Park Primary School

EQUALITY OBJECTIVES

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The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

The detail of these objectives should also be read in conjunction with the school's current equality information which has informed the development of the objectives.

Objective 1:

Make effective use of early identification and intervention strategies to support those pupils who enter school below a typical level of development to make rapid progress towards achieving typical levels of development expected for their age.

Objective 2:

Develop strategies to prevent the attainment and progress gap developing between protected groups, disadvantaged and non-disadvantaged student groups including pupil premium and implement appropriate intervention to support them. Our aim is always to ensure pupils succeed and have equal opportunities.

Objective 3:

Raise staff and pupils' awareness to further promote equality of all groups within the school and wider community.

Developing Quality Objectives Boorley Park Primary School

The School supports the principle of equal opportunities and opposes discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity and part-time or fixed-term employment (defined as Protected Characteristics). Being a committed equal opportunities employer, the School will take every possible step to ensure that employees are treated equally and fairly. All policies and practices will conform with the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

General Principles and Duties

Examples of how we aim to eliminate unlawful discrimination, harassment and victimisation:	How do we advance equality of opportunity between people who share protected characteristics and those who do not:	How do we foster good relations between people who share protected characteristics and those who do not:
<ul style="list-style-type: none"> • We follow a clear admissions policy in line with statutory guidance. • Recruitment procedures. • Clear policies linked to any form of discrimination (see whole school policy list). • Preparation for life and PSHE lessons. • SMSC built into curriculum. • Strong pupil voice. • Building adaptations. • Rigorous monitoring. • Rigorous complaints procedure • Clear expectations of all staff and students in adhering to school policy and practice. 	<ul style="list-style-type: none"> • Monitoring of achievement and progress of protected groups. • Rigorous tracking of each child linked to different groups. • Intervention programme for identified individuals. • Equalities policy. • Collective worship and PSHE lessons look at national issues and current affairs. • Use different teaching methods to meet all pupils' needs. • Providing pupils with different needs access to the full curriculum. • Regular reports to the governing body re any issues, concerns or complaints. 	<ul style="list-style-type: none"> • Culture and ethos of the school built on mutual respect and understanding difference. • Opportunities offered to all pupils and staff in an open and transparent way. • Pupil, staff and parent questionnaires. • Strong community links and projects with a range of different groups. • Themed assemblies. • Rigorous staff appraisal targets set to meet staff needs. • Review of policies and practice by Governing body. • Whistleblowing policy.

The objectives will be reviewed every four years