

Equalities and Diversity objectives 2022

What is it?

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics. For schools, this means that it is unlawful to discriminate against or treat others less favourably on the grounds of their gender, race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity. Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED), which requires schools to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups; and
- Foster good relations between different groups.

As a public organisation, we are required to:

- Publish information to show compliance with the PSED (via the schools Equality Statement); and
- Publish Equality Objectives at least once every four years.

What are the school's Equality Objectives?

Objective 1	Narrow the Disadvantaged / non-Disadvantaged attainment gap in Reading, Writing and Mathematics
Why we have chosen this objective:	<ul style="list-style-type: none"> - DAP children's attainment at the end of KS1 is lower than non-DAP in core subjects; - Attainment gap is widening despite DAP making at least as good progress; - DAP children have lower starting points on entry than non-DAP, especially in early reading and writing skills.
To achieve this objective, we plan to:	<ul style="list-style-type: none"> - Increased number of DAP children achieve ARE or above (at end of KS1) year on year; - Meet target of 90% DAP children achieving ARE or above by end of 2025/26; - Maintain high levels of achievement for girls.
Progress we are making towards achieving this objective:	<i>Progress towards this objective will be reviewed at the end of 2022/23.</i>

Objective 2	Further improve children's knowledge, understanding and acceptance of national heritage and cultural diversity.
Why we have chosen this objective:	<ul style="list-style-type: none"> - School serves a predominantly White British community; - % of children from ethnic minority backgrounds or who speak English as an additional language is steadily increasing year on year; - Awareness of changing demographic of local community that now has an increasing number of refugee and asylum-seeking children.
To achieve this objective, we plan to:	<ul style="list-style-type: none"> - Annually plan and deliver 'Same but Different' week across the school and focus this learning on national heritage and cultural diversity; - Further extend the range of visitors in school assemblies to more comprehensively represent the religious and cultural make-up of the school; - Ensure learning resources represent cultural and religious diversity; - Ensure that the school's History and Geography curriculum provision is focused on British heritage and countries linked to ethnic minority children's countries of origin.
Progress we are making towards achieving this objective:	<i>Progress towards this objective will be reviewed at the end of 2022/23.</i>