



Equalities Policy Appendix B

Equality Objectives

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- 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).

Because of the very small proportion of pupils in protected groups (other than gender), we have decided that it is reasonable not to be expected to consult groups other than those which make up our governing body. Our governing body has representatives of staff, parents, local authority and the local community.

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective 1:

To identify ways in which we can enhance the provision in Early Years to encourage more boys to develop their writing.

Review 2017

In 2016, 72% of boys achieved Early Learning Goals for Literacy, compared to 84% of girls. This gap of 12 percentage points between boys and girls is the same as the previous year, and therefore this objective remains a current priority.

Objective 2:

To continue to develop our provision for pupils with medical needs (including physical disabilities,) to ensure equality of opportunity and access to the curriculum.

Review 2017

Developments in 2016-17 include

- *Review of our process for writing and maintaining care plans to improve our process for ensuring that medical needs are met, but also to include discussions about any adaptations necessary for the child to access the curriculum.*
- *Continued review of school trips to ensure equality of access for those with disabilities (new trip being sourced for YR Summer term 2017)*
- *Development of lunch club to include weekly conversation topics. Also, introduction of a second lunch club in the Oak Room to prepare pupils for the move to KS2.*
- *Training for specific staff on use of IT resources to support pupils with disabilities (Eyegaze, Clicker, Boardmaker)*

Date of publication:

April 2016

Date for review and re-publication of progress against objectives:

April 2018

Date for review and re-publication of objectives:

April 2020