

## **Equality Objectives Rookery Primary School 2016**

On 6 April 2012 schools were required to publish information showing how they comply with the new equality duty and setting equality objectives. They need to update the published information at least annually and publish objectives at least once every four years.

Compliance with the equality duty is a legal requirement for schools, but meeting it also makes good educational sense. The equality duty helps schools to focus on key issues of concern and how to improve pupil outcomes.

The equality duty has two main parts: the 'general' equality duty and 'specific duties'. The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

These are often referred to as the three aims of the general duty equality duty. Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

In order to help schools in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objectives.

The equality duty supports good education and improves pupil outcomes. It helps a school to identify priorities such as underperformance, poor progression, and bullying. It does this by requiring it to collate evidence, take a look at the issues and consider taking action to improve the experience of different groups of pupils. It then helps it to focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

**Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.**

Objective	Evidence Source	Actions	Success Criteria	Lead Person	Monitoring and Evaluation
<p>Keep children safe from any incidents of bullying behaviour</p>	<p>Pastoral records</p>	<p>Introduction of Jigsaw PHSE scheme to encourage the celebration of diversity. Includes anti-bullying (cyber and homophobic bullying included)</p> <p>Parental training around e-safety.</p> <p>Community police officers to train y6 children in 'Making the right choices' 'E-safety' 'The dangers' of gang involvement'</p>	<p>No recorded incidents of bullying behaviour.</p> <p>(including racist/homophobic name calling)</p>	<p>EB Pastoral Team</p>	<p>Monitor through the weekly pastoral meetings.</p> <p>Teachers feedback from circle times (recorded on pastoral)</p> <p>Teachers' feedback from assertive mentoring coaching sessions.</p> <p>Evaluate: Have there been any recorded incidents/ Are any additional strategies required?</p>



		<p>All monitoring of outcomes to focus on boys/Pupil Premium.</p> <p>Boys/Pupil Premium children to be supported during educational visits to maximise the impact.</p>		<p>SH SS</p> <p>AW</p>	<p>Book monitoring forms</p>
<p><b>Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.</b></p>					
Objective	Evidence Source	Actions	Success Criteria	Lead Person	Monitoring and Evaluation
<p>Children to understand the value of diversity.</p> <p>Focus on similarities and differences and teaches about diversity, such as disability, racism, power, friendships, and conflict; children learn to accept everyone's right to 'difference'</p>	<p>Pastoral records</p>	<p>Embed the 'Jigsaw' PHSE programme</p>	<p>Children accept everyone's right to be themselves. 'It is ok to be different at Rookery'</p>	<p>MH EB</p>	<p>Pastoral records/ meetings</p>

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