

#### Our Equality Objectives:

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives. Our published information must be updated annually and objectives published at least once every four years. The following have been set in June 2016:

#### Objective 1:

Monitor student and staff data to ensure barriers to success are identified and actions taken to remove them for all subgroups relating to the protected characteristics. In particular, the school will enhance its management information systems to identify and to incorporate a method of tracking the explicit progress of students with disabilities. Outcomes will be communicated through the Head Teacher's report to the Governing Body

#### Objective 2:

In order to eliminate discrimination all school policies will be reviewed and revised following a timetable determined by the Governing Body to ensure that where relevant the importance of avoiding discrimination, victimisation or harassment is expressly noted.

#### Objective 3:

To advance equality of opportunity by raising the progress of middle ability boys to that of or exceeding the group national mean. (It should be noted that this is the current priority and that data is frequently and regularly analysed in order to identify priorities)

#### Objective 4:

All staff are to receive information and training on the Equality Act and our shared responsibilities within it. This will become part of the induction process for any new member of teaching or support staff.

Objective	Lead	Action	Success Criteria	Monitoring/Evaluation
<p><b>Objective 1:</b> Monitor student and staff data to ensure barriers to success are identified and actions taken to remove them for all subgroups relating to the protected characteristics</p>	SLT	The school will enhance its management information systems to identify and to incorporate a method of tracking the explicit progress of students with protected characteristics.	<p>Data provided on students with protected characteristics. (attainment, attendance, exclusions, option choices, satisfaction surveys along with pen pictures)</p> <p>Teachers incorporated data into planning</p> <p>Progress analysis provided by SL through LMA</p>	<p>Regular SLT monitoring of subgroup data.</p> <p>Outcomes will be communicated through the Head Teacher's report to the Governing Body.</p> <p>Standards Committee</p>
<p><b>Objective 2:</b> In order to eliminate discrimination all school policies will be reviewed and revised following a timetable determined by the Governing Body to ensure that where relevant the importance of avoiding discrimination, victimisation or harassment is expressly noted</p>	SLT GB	Programme of policy review created by each GB committee.	<p>Polices reviewed according to published programme</p> <p>Staff awareness of importance of Equality Act provisions</p>	<p>GB committee minutes Teacher voice</p> <p>Personnel Committee</p>
<p><b>Objective 3:</b> To advance equality of opportunity by raising the progress of middle ability boys</p>	SLT	SLT monitor MAB, in particular 4c students. Progress of MAB regularly reviewed through QA and LMA.	Progress of MAB to that of, or Exceeding, the group national mean.	<p>Regular SLT monitoring of subgroup data</p> <p>Standards Committee</p> <p>Progress reported through LMA</p>
<p><b>Objective 4:</b> All staff are to receive information and training on the Equality Act and our shared responsibilities within it.</p>	GWT TGR	Training delivered to all staff Included in the induction process.	<p>Staff Awareness raised</p> <p>Reduction in related bullying and racist incidents.</p>	<p>Training evaluations</p> <p>Personnel Committee</p> <p>Head Teacher's Report to GB</p>