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**Weald CPS Equality Objectives**

After consultation with a wide range of constituencies (pupils, staff, governors & parents) the school has identified six key objectives. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010 to:

* Eliminate unlawful discrimination
* Advance equality of opportunity
* Foster good relations

Our equality objectives are:

* To promote cultural development and understanding through a rich range of experience, both in and beyond the school
* To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
* To ensure the school environment is accessible as possible to all pupils, staff and visitors.
* To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
* To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
* Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children

\* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

**Equality Objectives for period Sept. 2019 – July 2023**

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| Objective | Which group(s) with protected characteristics will this benefit/ | Actions and who will be involved? | Timescale | Which general duty/ies will it address? | How will we measure our success? |
| To promote cultural development and understanding through a rich range of experience, both in and beyond the school | Disability GenderRaceReligion or beliefSexual orientationGender reassignment | Programme of visits to include places of worship and larger towns and citiesProgramme of visitors organised for assemblies to share different faiths and culturesLeadership Team, RE subject team,  | Visit and visitors programme set by March 2020Termly visitors | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. | Pupils will have a wider experience of a divergent societyChildren understand that they are part of a multi- faith society and learn the values of other religions  |
| To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities | Disability GenderRace,Religion or belief, | Analysis of register of attendance. Parents and pupil questionnaire. Leader of Enrichment | Parent questionnaire – summer term 2017Re-visit questionnaire annually (summer term).  | Advance equality of opportunity between people who share protected characteristics and those who do not | Increase of attendance to after-school clubs.All disadvantaged children attend at least one club or activity during the year.  |
| To ensure the school environment is accessible as possible to all pupils, staff and visitors. | Disability Gender | Keep accessibility plan up to date (see plan)Leader of Learning Success (SENco) | On-going | Advance equality of opportunity between people who share protected characteristics and those who do not | All pupils able to access learning and environment |
| To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 | Disability GenderRaceReligion or beliefSexual orientationGender reassignment | Create effective system for recording incidences of discriminatory behaviours. Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.  | Feedback from pupils - termly | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. | No recorded incidents of specific name calling i.e. homophobic/ racist Improve everyone’s understanding of the implications of homophobic name calling Parents will work with the school to eliminate  |
| Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children | Disability GenderRace | Modify provision in order to meet all children’s needs and interests.Introduce more specific interventions for Literacy and NumeracyImprove parental engagement by coming into school and being part of the learning experienceClass teachers, Leader of Learning Success (SENco) | On-going | Advance equality of opportunity between people who share protected characteristics and those who do not | The gap between SEND pupils and non-SEND pupils will be narrowed |
|   | Monitoring arrangements:Resources Team to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned. |
|   | Review date: July 2023 |