

## **North Walsham Junior, Infant School and Nursery Federation**

### **EQUALITY INFORMATION and OBJECTIVES 2017**

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics).

For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity. Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for students.

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

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

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also offer guidance to staff and outside visitors on our approach to promoting equality. Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

In our schools we assess pupils regularly so that we can meet their learning needs effectively. We monitor the progress and attainment of key 'groups' of children in our schools, so that we identify and then target patterns of underachievement.

#### **Equality Objective 1: Achievement for all pupils at the school**

We aim for equality of opportunity and to foster good relationships in engaging parents and carers, tackling discrimination and narrowing gaps of achievement where they exist.

Outcome:

The schools are able to effectively analyse the data collated on the protected characteristics of ethnicity, gender, socioeconomic circumstances, religion and other groups to address any differentials in outcomes for these groups.

Measured by:

- Data analysis
- Discussion with parents, pupils, staff
- Lesson observations

Activities:

Termly assessments in reading, writing and maths analysed at group level for attainment and progress.

Interventions informed by data and Provision Maps.

Pupil Progress meetings termly with focus at group level

Observations of teachers by SLT and colleagues to focus on pupils of different characteristics and abilities.

### **Equality Objective 2: Behaviour & Attendance**

We encourage community cohesion through a growing understanding of differences and similarities within a climate where respect is promoted and discrimination not tolerated. The schools promote strong relationships especially with 'hard to reach' families and seeks to understand the barriers to good behaviour and attendance.

Outcomes:

The schools effectively monitor and address all incidents of bullying including prejudice related to any protected characteristics. The schools work effectively to monitor and improve the attendance of all pupils and remove barriers to access.

Measured by:

- Data analysis (attendance)
- Incident Logs
- Observations
- Discussions with information from pupils, parents and staff

Activities:

Reviewed Behaviour policy including increased rewards achievable by all pupils.

Anti-bullying assemblies and PSHE focus.

Monitoring of all attendance data at group and individual level. Parents informed termly if attendance drops below 95%.

In addition to the above targets we continually drive the following targets through the schools' policies, professional development plan and the annual school improvement planning process.

- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- To provide an environment that welcomes, protects and respects diverse people
- To ensure that all pupils are given the opportunity to make a positive contribution to the life of the school
- To highlight cultural events throughout the school year to increase pupil awareness and understanding of issues in different communities