

Equality Objectives 2016 -2019

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (can be referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

Area	Objective	Rationale	Expected outcome/ success criteria	Sources of evidence
Gender Equality	To narrow the gap in attainment in reading and writing between boys and girls.	In raising attainment the school is committed to narrowing the gap between our vulnerable groups and all our pupils to be in line with the national average.	Attainment gaps are in line with the national average.	End of year 1 and 2 teacher assessment outcomes Pupil profile meetings Progress tracking Moderation and Monitoring outcomes
Social Equality	To narrow the gap in attainment in reading and writing between disadvantaged pupils and all pupils.	In raising attainment the school is committed to narrowing the gap between our vulnerable groups and all our pupils to be in line with the national average.	Attainment gaps are in line with the national average.	End of year 1 and 2 teacher assessment outcomes Pupil profile meetings Progress tracking Moderation and Monitoring outcomes
Racial Equality	To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	Although racist incidents are rare, the school has an increasing diverse population and it is important to act positively and proactively.	Racial incidents are rare & children understand that racial harassment or discrimination will not be tolerated.	Racist Incident Log Behaviour Log Lesson / Assembly planning
Disability Equality	To help children become more aware of the range of disabilities and show understanding and respect for people with disabilities	Stamshaw Infant School's values and ethos encourages inclusion and understanding for all its pupils to respect, understand and show tolerance to all pupils' abilities and disabilities.	Children embrace a range of disabilities and Special Educational Needs.	SEAL Assemblies Circle Time opportunities Pastoral Case Studies SEN data outcomes

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NOTE: The Equality Act 2010 (Specific duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than 4 years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school website.