The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
* Advance equality of opportunity between people who share a protected characteristic and those who do not.
* Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act 2010. This action plan brings together the priorities for the school under our duties to comply with this Act. The objectives will be monitored annually and reviewed fully every 3 years to ensure that account is taken of the changing needs of the school and new legislation.

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| --- | --- | --- | --- | --- |
| **Target Group** | **Objectives** | **Action/Outcome** | **Timeframe** | **Responsibility** |
| **Disability** | 1. **See separate Accessibility Plan**
 |  | Annual review | INCO & HTAdmin Officer |
| **Gender** | 1. **By July 2018 boys will be attaining equally as well as girls in writing by the end of Year 6**
2. **By July 2018, Higher attaining girls will be performing equally as well as higher attaining boys in maths and reading**
3. **By February 2017, clubs offered to children will reflect a range of interests expressed by all the children**
 | Data analysis:* monitoring through standards committee/English/Maths governors
* INCO/Gov liaison re vulnerable groups
* Tracking pupil progress

Monitor writing opportunities to ensure that the purpose for writing motivates boys to writeAudit free reading books and ensure that there are books available to motivate boys’ readingConference higher attaining girls about perception of themselves as mathematicians and how they like to learn best in mathsPlan maths activities which allow practiceStaff to monitor range of clubs offered for equality of engagement in clubsTalk to children about the sorts of clubs they want – lego? Junk modelling? and run clubs they talk about | TermlyOn-goingSummer 2016Summer 2016On-goingTermly | Standards CommitteeEnglish and Maths governorsINCO/Inclusion GovHT/SLT/StaffEnglish Leader/HT/SLTMaths leader/HT/ SLTSLT/All staffJane SmithYoung GovernorsSLT/All staff |
| **Race/Religion** | 1. **Improve understanding of cultural diversity including race and religion**
 | Ensure learning units encompass learning about different ethnicities / cultures / religions Develop links with schools from a variety of localities – local, national and globalApply for RRSA Level 1Increase range of visitors to school | Autumn 2016 and on-going | Geography/RE curriculum leadersHT/Curriculum leaders |
| **Community** | 1. **Ensure Single Equality statement and action plan is:**
* **shared with governors**
* **available to school community via our website**
1. **Ensure monitoring and review of SES reflects full diversity of school community**
 | Review Single Equality Scheme, collect data and set objectives annuallyUpload Scheme, Action Plan and data to websiteInvolve all stakeholders (pupils, parents, staff, governors, community) via young governors, liaison with pupils/staff/parents with protected characteristics, surveys | March 2017March 2016 and annuallyAnnual | HT/Foundation CommitteeAdmin teamHT /Foundation Committee |