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 & HT  Admin 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 write  Audit free reading books and ensure that there are books available to motivate boys’ reading  Conference higher attaining girls about perception of themselves as mathematicians and how they like to learn best in maths  Plan maths activities which allow practice  Staff to monitor range of clubs offered for equality of engagement in clubs  Talk to children about the sorts of clubs they want – lego? Junk modelling? and run clubs they talk about | Termly  On-going  Summer 2016  Summer 2016  On-going  Termly | Standards Committee  English and Maths governors  INCO/Inclusion Gov  HT/SLT/Staff  English Leader/HT/SLT  Maths leader/  HT/ SLT  SLT/All staff  Jane Smith  Young Governors  SLT/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 global  Apply for RRSA Level 1  Increase range of visitors to school | Autumn 2016 and on-going | Geography/RE curriculum leaders  HT/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 annually  Upload Scheme, Action Plan and data to website  Involve all stakeholders (pupils, parents, staff, governors, community) via young governors, liaison with pupils/staff/parents with protected characteristics, surveys | March 2017  March 2016 and annually  Annual | HT/Foundation Committee  Admin team  HT /Foundation Committee |