



**East Bridgford St Peter's CE Academy**

### **Equality Objectives July 2022** *(reviewed every 4 years)*

The Equality Objectives of East Bridgford St Peters C of E Academy have been identified by the school to take action against all forms of inequality and to address all forms of disadvantage and discrimination wherever it may exist.

It is the responsibility of the governors, Headteacher and all personnel involved in the school to provide leadership in the development and implementation of effective policies to promote equality of opportunity.

At East Bridgford St Peter's CE Academy, we conduct a programme of 'quality control' lesson observations/visits to monitor provision and pupil progress within each year group which is carefully scrutinised throughout the year.

End of year information, including performance data is analysed by the school leadership team, in collaboration with the governing body. This informs future school development priorities.

We also aim to conduct regular (annual) pupil, staff and parent questionnaires.

All of the above informs our current view that there are no identifiable groups of children across the school who are either under-performing or who feel discriminated against.

We are, however, far from complacent and we are committed to working diligently in line with following Equality Objectives, as well as the action points identified in our School Development Plan.

The Equality Act 2010 introduced a single Public Sector Equality Duty. 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.

The Duty also require schools to

- publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
- prepare and publish equality objectives

In line with this Public Sector Equality Duty, our Equality Objectives are as follows:

Objective 1: To treat all children and adults with courtesy, respect, integrity and dignity.

Objective 2: To challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.

Objective 3: We strive to ensure all children make at least 'good' academic progress on their journey through the school and if any under-achievement is identified in any particular group we put actions in place to rectify this.

Objective 4: We actively promote raising awareness, appreciation and celebration of equality and diversity as a key part of spiritual, moral, social and cultural development through all appropriate curricular opportunities, including experiences both in and beyond the school.

Objective 5: We ensure that all school staff are alert to identifying where a pupil or family or staff? might be experiencing disadvantage, in order that remedial action might be taken.