



Equality Objectives Glebelands Primary Academy

From 6 April 2012 schools were required to publish information showing how they comply with the new equality duty and setting equality objectives. They need to update the published information at least annually and publish objectives at least once every four years.

Compliance with the equality duty is a legal requirement for schools, but meeting it also makes good educational sense. The equality duty helps schools to focus on key issues of concern and how to improve pupil outcomes. These are also central to the OFSTED inspection framework.

The equality duty has two main parts: the 'general' equality duty and 'specific duties'.

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions, public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

These are often referred to as the three aims of the general duty equality duty.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

In order to help schools in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objectives.

The equality duty supports good education and improves pupil outcomes. It helps a school to identify priorities such as underperformance, poor progression, and bullying. It does this by requiring it to collate evidence, take a look at the issues and consider taking action to improve the experience of different groups of pupils. It then helps it to focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

Equality Objectives Glebelands Primary School 2020 – 2024

1. To narrow the gap between vulnerable groups of pupils and national expectation and in this way to reduce or remove inequalities in attainment throughout the school particularly inequalities relating to the protected characteristics listed in The Equality Act 2010 and those in challenging socio-economic circumstances
2. To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities with particular reference to issues of equality and diversity.
3. To accelerate the progress of children entitled to pupil premium, who also have Special Educational Needs.
4. To include and meet the needs of children exhibiting social, emotional and mental health needs, providing a safe place for them to recover and accelerate progress to narrow the gap as soon as they are able to cope with it, including children who are looked after