

## Equality Objectives 2020-24

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

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.

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.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

**Objective 1:** To rigorously monitor the achievement of all students and analyse their performance in groups, including recognising those with protected characteristics and ensure measures are implemented to close any gaps so all students achieve and succeed.

**Success Criteria:** Continuing to regularly monitor the progress and achievement of all students throughout the year, focussing on groups such as disadvantaged/Pupil Premium and SENK and comparing these results to in school and national figures. Continue with the frequency of Quality Assurance by Senior Leaders, Middle Leaders and Governors in the form of lesson observations, learning walks, class and student voice. Use the milestones identified in the College Improvement Plan to measure impact.

**Objective 2:** To monitor and support students from disadvantaged backgrounds needs through pastoral systems and roles including Year Heads, Pastoral leads, SEN Department and pupil premium coordinator.

**Success Criteria:** To provide resources and support, education/emotional/social interventions and enrichment activities.

**Objective 3:** Focus on fostering good relations across protected characteristics including LGBT & SEN.

**Success Criteria:** Utilise our PSHE/SMSC curriculums to teach students about different ethnicities, origins and backgrounds, sexuality etc. to help foster good relations across all protected characteristics. Utilising relevant interventions to support students in managing their emotions and provide support groups to ensure student voice is listened to and heard.