

## Equality Objectives and the Equality Duty – The Equality Act 2010

The three aims of the general equality duty require public authorities to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The protected characteristics are:

- race
- disability
- religion or belief
- sex
- sexual orientation
- age
- pregnancy and maternity
- gender reassignment
- marriage and civil partnership

It is against the law to discriminate against someone because of their protected characteristics.

We are committed to ensuring that everyone involved in the community of the school, regardless of their race, disability, religion or belief, gender, age, sex, sexual orientation, marital status, whether pregnant or on maternity leave, is provided with equal opportunity to participate fully in the life of the school whatever their role or connection. We aim to establish an inclusive and diverse culture in which all members of the community feel able to achieve their full potential academically, professionally, socially and emotionally.

We will endeavour to raise the attainment of all pupils to ensure they achieve their potential through teaching which is inclusive and which is based on information monitored by race, gender and disability. Our PSHE curriculum aims to address issues including perceptions of stereotypes, bullying, discrimination, sexism and prejudice thereby developing a culture which engenders respect for all and where everyone is a champion.

The Equality Act 2010 requires us to publish specific and measurable equality objectives.

### Our Equality Objectives

Our equality objectives are based on the analysis and frequent review of data and other information which help us understand gaps in fulfilment whether these relate to academic, professional, social or emotional goals. They focus on areas where we have agreed action needs to be taken in order to improve equality and tackle disadvantages.

Over the next four-year period, our Equality Objectives are:

- We identify that 44 per cent of black African and black Caribbean children reach expected standards compared with 63 per cent on average for all children. Our objective is **to accelerate the progress of black African and black Caribbean children so that the attainment gap is closed.**
- We identify that boys achieve less well than girls in English. Whilst we have addressed achievement gaps between girls and boys in Mathematics over the last few years, our data analysis shows that 70 per cent of girls but only 55 per cent of boys reach expected standards in English taken as a measure across the whole school. In Y6, 2019 pre-Covid outcomes showed 65% of boys and 80% of girls achieved the expected standards in English and in Y6 2021 61% of boys and 84% of girls achieved the standards. Over a four-year period, our objective is **to reduce the difference in attainment between these groups to below 5 per cent in English.**
- An in-school audit (June 2021) which surveyed Black and South Asian members of staff aimed to study the effects of bias on their experiences of working at the school. Black, South Asian and other minority ethnic members of staff are currently under-represented at the level of senior- and middle- leadership (0% and 0% respectively) and governance level. **Our objective is two-fold:**
  - A) **for the school to fund training, based on recommendations from the Bounds Green BLM working group, that addresses any racial bias and develops understanding of the lived experience of the Black, South Asian and other minority ethnic members of the school community so that all staff members feel recognised in their work and know that opportunities to develop and fulfil professional potential are transparent and attainable.**
  - B) **to review the staff audit on an annual basis so that growth in organisational and structural change within the school can be evidenced.**

We will regularly review the progress we are making to meet our equality objectives.