

Equality Objectives Policy

We are committed to increasing the extent to which all pupils, including in particular those with protected characteristics as defined by the Equality Act 2010, to feel valued and confident, and in consequence more likely to achieve their potential within our schools and education settings. In line with published guidance from The Equality Act 2010, The Education Fellowship will:

- ♥ Increase staff's understanding of equality and its implications on a day-to-day basis, and in this way to reduce or remove inequalities in attainment throughout the school
- ♥ Increase the level of pupil voice through our co-ownership model and via the student councils to include a fair representation of ALL pupils within our schools
- ♥ Increase the membership of vulnerable* pupils in after school clubs and activities, and in this way to reduce or remove inequalities in attainment throughout the school
- ♥ Narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment throughout the school
- ♥ Narrow the gap between low income pupils and non-low income pupils in the level achieved in literacy at the end of the Early Years Foundation Stage (EYFS)

**the term vulnerable children is used to refer to all children who are at risk of under-achieving, particularly those who may be affected by discrimination and unequal opportunity, as defined by the Equality Act 2010, and who therefore have one or more of the protected characteristics listed in the Act.*

The following Equality Objectives will be implemented in all schools and education settings within The Education Fellowship:

Primary School Equality Objectives	Secondary School Equality Objectives
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	To reduce the incidence of the use of homophobic language by pupils in school

To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	To eradicate gaps in attainment and academic progress between all groups.
To promote cultural development and understanding through a rich range of experiences both in and beyond the school	To reduce the number of prejudice-related incidents, in particular towards Gypsy, Roma and Traveller students.
To reduce the incidence of hostile attitudes and behaviour and of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010	To promote cultural understanding between different ethnic groups within our school community.
To continually consider how well the school ensures equality of opportunities for all its pupils	To reduce the incidence of hostile attitudes and behaviour and of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010

For further information and guidance see The Equality and Human Rights Commission published guidance on the 'Equality Objectives and the Equality Duty: A guide for public authorities': www.equalityhumanrights.com/new-public-sector-equality-duty-guidance/