

Equality Duty Objectives 2018-19

Objective	Action	Success measure
<p>Track and monitor the performance of minority groups to ensure that all students achieve in line with their ability based on their prior attainment at Key Stage 2.</p>	<p>Analyse data of minority groups, and identify gaps in underachievement.</p> <p>Specific support to be put in place for students underachieving e.g. mentors, afterschool study skill support, subject specific support, parental meetings.</p>	<p>Improvement in progress of identified 'underperforming' groups.</p>
<p>Improve participation in school activities/external activities for students with a disability.</p>	<p>Track attendance and encourage student/s to attend.</p> <p>Check accessibility of venues.</p> <p>Make reasonable adjustment to enable students to participate fully</p>	<p>Increase in participation</p>
<p>Reduce incidents of homophobic bullying</p>	<p>Tracking incidents of homophobic bullying and its reasons to identify baselines and areas of concern.</p> <p>Tutor time, school assemblies and the curriculum are utilised to tackle areas, which are identified via the monitoring process.</p> <p>Clear and consistent responses set for students who are found to bully others which will include restorative justice and education to reduce levels of intolerance and prejudice.</p> <p>Reminders of the school policy on respect and behaviour from students, to be included in school newsletters.</p>	<p>Decrease in incidents of bullying</p>

Reduce fixed-term exclusions for minority groups	Track and review data on exclusions to determine whether there is a disproportionate amount of exclusions in particular groups. Analyse alongside data held at local and national level. Identify measures to help reduce exclusions amongst the group of students e.g. Learning mentors, workshops, PSPs	Exclusions decrease in line with baselines and there is no group that features disproportionately without clear justification for exclusions.
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