

EQUALITY OBJECTIVES 2016-17

Equality strand/ characteristic	Equality objective	Strategy	Monitoring	Who is responsible	Success indicators
All	To publish and promote the Equality Objectives to the school community.	Publish and promote the Objectives through the school website, assemblies, form times and staff briefings.	Regular follow up discussion around the Objectives with staff, students and parents.	The whole school, led by the Senior Leadership Team (SLT).	All staff are familiar with the principles of the Equality Objectives and use them when planning lessons, creating classroom displays. Students and parents are aware of the Equality Objectives.
Race Gender Disability	To monitor and analyse students' achievements by race, gender and disability and to act on any trends in the data that require additional support for students.	SLT will use data to plan interventions via Dedicated Improvement Reflection Time (DIRT) meetings where needed.	Achievement data will be analysed by race, gender and disability using SIMS via 6 weekly data drops.	SLT	Data will be analysed and used to plan additional support where required, and concerns will be eradicated.
Religion and belief	In order to keep a high profile on religion and belief we will continue to study and visit different places of worship as part of our school curriculum activities.	By July 2017 all KS3 students will have taken part in at least one school visit to a place of worship. All KS4 students will have	Students will visit at least one of the following places of worship: church, Hare Krishna temple, gurdwara temple, mosque.	PSHE, Religion, Ethics and Philosophy teachers.	All KS3 students will visit at least one place of worship. All KS4 students will have studied one religion in detail.

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Race	To celebrate the cultural diversity of students and staff at the school.	The school will celebrate student Heritage days. Details will be placed on the school website and noticeboard. Articles will be written for the school newsletter. The school's menu will be adapted for the day.	Information regarding each day will be shared with the school community, especially in assemblies.	The teacher in charge of SMSC supported by SLT.	All members of the school community will be aware of Heritage days.
All	In order to ensure that all students are aware of protected characteristics, an 'Equality Carousel' of activities will take place during the summer term.	Students will learn about each equality strand and characteristic and how inequality may take place.	Students will compile reports, posters, short video clips and leaflets which will be on display throughout the school and via the school website.	All teaching and learning staff with the support of SLT.	All members of the school community to be aware of the equality strands, protected characteristics and how to prevent inequality.