

Oakdene Primary School

Protected Characteristic	Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Race equality policy Data on admission Termly reports on racial incidents to GB Extremely low number of reported racial incidents over time	Rights Respecting framework Celebration of differences Curriculum Assemblies School policies Value differences Care Team	Rights Respecting Steering Group Celebration of differences Curriculum Assemblies Good links with parents Parent Support Workers School policies promote equality Job descriptions for staff School values School displays promote diversity
Disability	School policies Inclusive practices Feedback from parents/questionnaires Termly reports to GB Assessment data Purchase additional resources - auxiliary equipment	School policies Raising attainment Tracking progress Inclusion team	Good links with parents Parent Support Workers Assemblies SEND meetings/structured conversations School values School displays promote diversity
Gender	Admissions process Recruitment process Gender equality scheme Tracking data	Recruitment process School policies Raising attainment of girls KS2 Maths Tracking progress PPMs	Good links with parents Parent Support Workers Assemblies School values
Gender Reassignment	Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices Inclusion team	Good links with parents Parent Support Workers Admissions process School values
Pregnancy and Maternity	Policy for expectant parents Reasonable adjustments in place to support Regular meetings Risk assessment	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure they are supported at work School values
Age	Employment/recruitment process	Recruitment process	Recruitment process School values
Religion and Belief	Admissions procedures Employment documents Balance of staff employed	Celebration of differences Curriculum Assemblies	Celebration of differences Curriculum Assemblies Good links with parents Parent Support Workers School values School displays promote diversity
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process	Celebration of differences School policies Value differences Review of practices	Good links with parents Parent Support Workers Admissions process School values

	Equality policy	Inclusion team	
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Oakdene Equality Objectives

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence and focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

1. Continue to ensure good & outstanding achievement of all groups across the school by narrowing gaps and ensuring expected progress by tracking previous key stage attainment (Key SSIP Priority).
 - Track progress of all pupils and groups across the school
 - Use pupil progress meetings to discuss progress and agree next steps
 - Identify focus groups as a lesson study focus
 - Intervention groups and 1:1 support

2. Eliminate discrimination and other conduct prohibited by the Act
 - Ensure school policies and procedures promote equality of opportunity
 - Ensure all staff are aware of our responsibility with regards to the equality act
 - Ensure our school curriculum promotes tolerance of all groups

3. To ensure outstanding progress and a person centred approach for all pupils with SEND
 - Create learning support plans which incorporate pupils' strengths and interests
 - Involve parents and pupils in LSP meetings about what they would like to achieve
 - Careful tracking of the attainment and progress of pupils with SEND
 - Intervention groups and innovative use of high needs funding
 - SENCO support and training for staff
 - Ensure reasonable adjustments are in place
 - Provide additional aids or services to disabled pupils where it is reasonable to do so to alleviate disadvantage.

Next Review: September 2019