

ROSELANDS AND STAFFORD FEDERATION

EQUALITY OBJECTIVES: 2019 – 2022

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision-making processes of the school	Minority, marginalised and vulnerable pupils/students	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school and discuss strategies to increase participation with the school council and with classes	MW – Stafford School Council CW / SL – Roselands School Council	September 2019 – July 2020	
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/ Race/ Gender identity/ Disability/ Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Students feel safer as reported in safer schools survey as feel incidents will be dealt with.	Whole school and specifically BME / SEND pupils/students or those from a faith background	To review and update existing policies and practice relating to bullying (Opportunity to carry out EQIA).	JM	By October 2019	
			Increased staff confidence		Stonewall training for all staff	MW / CW	June 2019	Achieved
			Implementation of SIMS reporting for anti social behaviour and hate incident reporting to improve accuracy and increase reporting rates through alert forms.		Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia	MW / CW	By July 2020	

Eliminate unlawful discrimination, harassment and victimisation Fostering good relations	Sexual Orientation	To ensure LGBT community members are accepted and homophobia is challenged	Increased staff confidence in dealing with and reporting rates of LGBT bullying. Rates of LGBT bullying and use of homophobic language decrease Both schools become Stonewall Champions	Whole school and specifically LGBT family members	Utilise appropriate resource in PSHE as appropriate Develop the school as a Stonewall Champion through training and partner school support work	Developing the Self Team MW / CW	By July 2020 By July 2019	Achieved
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils/students with BESD	Train staff to deliver small group work sessions based on the Empowerment Approach to support targeted pupils/students in developing social and emotional skills	JM and JH	By July 2020	
Advance equality of opportunity	Disability	To better understand the needs of disabled parents/carers within our school community	Improved access and communication with disabled parents/carers	Disabled parents/carers	Gather and record information relating to disabled parents Provide support for identified parents (e.g. sign language support for hearing impaired parents, etc)	JH Mw / CW	By July 2021 By July 2021	

Advance equality of opportunity	Sexual equality	To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	Positive changes in curriculum with regard to PSHe and Citizenship, as well as the wider curriculum	All pupils PPG pupils in Raising Aspiration project groups	Provide activities that allow pupils/students to explore gender stereotyping in careers	Developing the Self Teams	Ongoing through the curriculum	
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment	Children eligible for free school meals	Collate and analyse data relating to attainment by target group Work with Standards and Learning Effectiveness Service (SLES) to identify strategies to improve attainment of this group	JH / Key Leader for Closing the Gap JH / Key Leader for Closing the Gap	By December 2019 By July 2020	
Advance equality of opportunity	Sexual equality	To improve the attainment and progress of boys	Improved attainment and progress in reading, writing and maths	Boys	Collate and analyse data relating to attainment by target group Review curriculum offer to ensure resources are 'boy friendly' Use monitoring and audit tools to review provision	Key Leaders for Excellence and Enjoyment Key Leaders for Excellence and Enjoyment Key Leaders for Excellence and Enjoyment	Ongoing at data points By July 2020 By July 2021	