



'All different - All equal'

EQUALITY OBJECTIVES 2020 – 2024

The General Equality Duty requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share it

As a school we are also required to follow the specific duties. This means we need to:

- Define one or more equality objectives that support the aims of the general duty (by 6 April 2012 and at least every four years thereafter)
- Ensure the objectives are specific and measurable
- Publish the objectives so that they are accessible to the public

Our Equality Objectives:

Our equality objectives are based on our analysis of data and other information and focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. They also take into account national and local priorities and issues.

We evaluate our success in meeting the General Equality Duty by the extent to which we achieve improved outcomes for the different groups. We produce Equality Data Analysis, which informs our discussions about the Equality Objectives.

We recognise our duty in setting specific, measurable and achievable equality objectives to further improve the school experience of the range of students at BGCFL – who are all different but all equal.

Specific measures	Person's responsible	Evaluation evidence
<p>Overall Equality Objective 1: Encouraging all students who have protected characteristics to participate fully in activities giving them the opportunity to make a positive contribution to school life eg. Island Sailing Trust, Go Beyond, Intrasports</p>		
<p>Analysis of current engagement Pupil Premium data Student voice</p>	<p>Tutors Key Stage Leads</p>	<p>Increased number of students engaging in activities as evidenced through SLEUTH Notes</p>
<p>Overall Equality Objective 2: To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010</p>		
<p>Analysis of SLEUTH data Student and staff reporting</p>	<p>All members of the school community</p>	<p>SLEUTH data analysis STONEWALL school</p>
<p>Overall Equality Objective 3: To promote in young people a respect for spiritual, moral, social and cultural values and an understanding of different ethnic origins and cultures through all appropriate curricular and enrichment opportunities</p>		
<p>Review current offer Student voice</p>	<p>Curriculum and Pastoral leads</p>	<p>A comprehensive PSHEE and Citizenship curriculum offer RE days and visiting speakers British Values – celebrating our uniqueness Collective assemblies Extra-curricular and enrichment activities Pastoral programme Internationalism Work within our local community</p>

<p>Overall Equality Objective 4: To improve attendance for those students with a level of medical need across the academic year</p>		
<p>Analysis of attendance data Letters to parents / carers Medical notes Face to face meetings with parents / carers Engagement with EWO</p>	<p>AN MK Key Stage Leads</p>	<p>Attendance figures will reach annual targets and individual students attendance will be improved year on year</p>
<p>Overall Equality Objective 5: To raise rates of progress between existing students and those joining mid year from mainstream settings within six months of admission to BGCFL</p>		
<p>Baseline assessments on entry Data tracking Annual Reviews</p>	<p>Literacy and Numeracy Leads</p>	<p>Individual students progress will be in line with expected progress</p>

We will regularly review the progress we are making to meet our equality objectives