

## Public Sector Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) which applies to all maintained schools. There are three main elements that we have due regard to the need to:

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations across all characteristics and between people who share a protected characteristic and people who do not share it.

To achieve this the school will:

- Strive to achieve equality of opportunity for all, adults and pupils regardless of age , gender, ethnicity etc.
- Educate all about discrimination and prejudice and promote a harmonious environment.
- Strive for all pupils regardless of ethnicity, age, gender, to achieve the highest possible standards in their learning and make good progress.
- Ensure that the appointment of staff is in line with equal opportunities legislation
- Ensure that parent voice within the school reflects that of the wider community through Governing body, parent forum PTA etc
- Identify barriers to learning and participation and provide appropriately to meet a diversity of needs
- To this end we have published our equality objects see below...

## EQUALITY OBJECTIVES 2015-2019

Objective and Background information	Specific Activities	Measureable Success Indicators	Time Scale	Person/s responsible	Training required?	Cost
<p>To improve attendance of FSM pupils. <u>2014-15 statistics:</u>                      FSM absence: St Pauls 5.4%                                        Nat average FSM 5.4%                                        All school 3.5%</p> <p>Non FSM absence: St Pauls 2.7 %                                        Nat average 3.5 %</p>	<p>1) Analyse data for trends/family common factors                      2) Target support as required.</p>	<p><u>J Soro</u>han to source data.                      Support via Family Support Worker/ J Hewitt/ School Administrator                      Success indicator: Improved attendance</p>	<p>From Sep 2015 scrutinise attendance data by year group. Report outcomes to Governing Body Termly                      1 year focus initially.</p>	<p><u>J Soro</u>han Supported by School Business Manager and School Admin staff.</p>	<p>SLA for attendance</p>	<p>n/a</p>
<p>To monitor significant groups (5+ pupils) to ensure equality of outcomes with regards to the New Curriculum.</p>	<p>Monitor English and Maths attainment using internally generated <u>iTrack</u> data.</p>	<p>Monitoring will compare percentages of pupils secure <u>in the</u> Age Related Expectations for English and maths for each of the significant groups.</p>	<p>Annually</p>	<p><u>J Soro</u>han Team Leaders</p>	<p>n/a</p>	<p>n/a</p>