

## Equality Objectives

### Equality Objectives for Oak Green School in line with the requirements of the Equality Act 2010.

#### Introduction

Schools are free to choose the equality objectives that best suit their individual circumstances and will contribute to the welfare of their pupils and the school community. They can decide how many objectives to set but guidance suggests that the majority of objectives will be about “closing the attainment and progress gap” between different groups of pupils and fostering good relations.

- The Equality Duty initially required schools to set and publish Equality Objectives by April 2012 and to publish objectives at least every four years.

The process used to arrive at our equality objectives

Oak Green School has robust procedures in place for monitoring and evaluating the work of the school and the progress, levels of attainment and welfare of its pupils. These procedures are supported by regular inputs from the pupils and the parental body through very active Pupil and Parent Voice activities. The monitoring and evaluation of the school’s work are also carefully and regularly monitored and contributed to by the Governing Body and inform a three Year Strategic Plan and rolling one year School Development Plans. In addition there are regular surveys of pupils’ attitudes and opinions.

A key part of this development was to map out the commitment of each constituent group to meeting these values, which make a significant contribution to promoting equalities at the school.

The Governing Body pays particular attention to examining attainment and progress outcomes for year groups, and those sub groups identified in ISDR (Inspection Data Summary Report). Regular reports to governors provide extensive pupil progress and attainment data. Training sessions have been held for governors on interpreting pupil progress and attainment data.

In drawing up the equality objectives identified below, governors have been conscious to ensure that the chosen objectives are:

- Specific
- Fit the school’s needs
- Measureable
- Achievable
- Outcome focused
- The most relevant for the school

**Oak Green School's Equality Objectives for Sept 2019 are:**

- 1. To diminish the difference in the attainment of pupil premium pupils that are language deprived on entry in writing to be in line with national.**
- 2. To improve the progress of pupils with Special Educational Needs and/or disabilities in reading and writing from the end of Key Stage 1 to the end of Key Stage 2, so that they at least match the national rates of progress for this group of pupils.**
- 3. To increase the participation of children from under-represented groups in extra-curricular activities (eg encouraging girls football, boys dance)**
- 4. To develop the curriculum to ensure all subject areas reflect cultural diversity and respect for others.**

