



The Public Sector Equality Duty 2011 has three aims under the general duty for Schools, Academies and Settings:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

William Westley Primary School has considered how well we currently achieve these aims with regard to the eight protected equality groups : race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief and sexual orientation.

In compiling this equality information we have:

- Identified evidence already in the setting/centre of equality within policies and practice and identified gaps.
- Examined how our setting/centre engages with the protected groups, identifying where practice could be improved.

By the end of the 2014/15 academic year we will:

Objective 1: train all members of staff and governors involved in recruitment on equal opportunities and non-discrimination by September 2015. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Actions:

- Keep a central record of staff and governors who have attended appropriate training
- Arrange for staff and governors to attend Safer Recruitment training where needed
- Train SLT on responding to Prejudice Related Incidents

Objective 2: ensure the attainment of all Pupil Premium pupils in reading, writing and maths will at least match the national standard.

Actions:

- Track the progress of pupils eligible for Pupil Premium through regular pupil progress meetings
- Use Pupil Premium funding to target intervention programmes to meet the needs of pupils
- SENCO to hold meetings with TAs to monitor effectiveness of Intervention Programmes

Objective 3: ensure the attainment of higher achieving girls in maths will match that of the boys.

Actions:

- Track the progress of high ability girls in maths through regular pupil progress meetings.
- Review the way in which classroom organisation, activity type and use of resources can be adapted to better support girls.