



## **Equality Objectives**

Motcombe School is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives are as follows:-

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To ensure that all pupils are given similar opportunities with regards to after school clubs and activities.
- To allow equal access to information for all parents.
- To ensure the school environment is as accessible as possible to all pupils, staff and visitors.

## **Motcombe School Equality Objectives 2021-2022**

Statutory duties must be followed in relation to equality. The legislation that underpins this are primarily: The Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and the Equality Act (2010).

Through the Equalities and Accessibility Plan (outlined below) we shall be ensuring that all people are being sufficiently challenged in their ideas, thoughts and feelings and we will be breaking down barriers that inhibit progress. This may also mean challenging perceptions of all of Motcombe School to enable this to happen.

## **Setting the main priorities and actions through to implementation**

The actions need to be clear and have distinct success criteria and outcomes for enabling all stakeholders (able bodied, disabled, of both genders) to be included in all that the school does. The actions should have clear time frames and be monitored by a named governor and / or working group.

Note should be taken of the opportunities to Promote Equality of Opportunity at each stage of the process as well as identifying the barriers to success.

Assessing the impact of the policy through the use of the plan The Governing Body will meet to ascertain how this plan is progressing and its impact on the stakeholders they are intended for. This will be carried out through Governor meetings and discussions with individuals or groups for whom the schemes are designed. The impact will be reported through the mechanisms outlined above.

<b>Promote equality of access and opportunity between people</b>		
<b>Objective</b>	<b>Success Criteria</b>	<b>Timeline</b>
<p>Robust systems for monitoring pupil progress in place and evaluated regularly</p> <p>Procedures reviewed and rolling programme of checks and improvements for accessible site</p>	<ol style="list-style-type: none"> <li>1. Data analysis shows gaps are closing for equality of attainment/progress for all.</li> <li>2. Identify groups and individuals at risk of underachievement and plan intervention.</li> <li>3. Promote respecting and tolerating similarities and differences. Accessibility plan fully reviewed.</li> </ol>	<p>Termly pupil progress meetings. Termly pupil progress governor reports.</p>

<b>Eliminate discrimination, harassment and victimisation</b>		
<b>Objective</b>	<b>Success Criteria</b>	<b>Timeline</b>
<p>The needs and views of users are taken into account when developing policies and procedures</p>	<p>Reflected in all school policies including staff policies</p>	<p>For 2021-2022</p>
<p>Review and update the school safeguarding, child protection, behaviour and anti-bullying policies</p>	<p>Review of school behaviour policy completed, parent liaison carried out.</p>	<p>For 2021-2022 Thereafter review safeguarding and child protection annually alongside the review of all curriculum policies.</p>