

EQUALITY OBJECTIVES: 2023-2024

Somerville Federation

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g.	Action:	Who's responsible?	Dates from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To continue to increase pupil, staff and governor's awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	To remind staff and children through staff meetings and assemblies of the Unicef Rights of a child and assemblies regarding the Fundamental British Values	Exec Team and Governors	Ongoing and on a termly basis.	
All aims of duty	All protected characteristics	To continue to ensure all pupil groups reach their full potential	Ensure curriculum provision and curriculum catch up matches the needs of each group and that all groups make the best progress. Ensuring that all children have the opportunity to make use of catch up premium grant.	Specific pupil groups: Gender Special Needs Free School Meals Ethnic minority	Staff to be fully aware of the different pupil groups in their class. Monitor attainment and achievement of all pupil groups through pupil success meetings.	Exec Team and Governors	Ongoing and on a termly basis.	

Eliminate unlawful discrimination, harassment and victimisation Equality of opportunity	All	To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff	Continue to improve data collection and analysis on staffing issues	Applicants and all school staff including volunteers	Ensure all policies are aligned with local authority guidance	Exec team	Ongoing	
Eliminate unlawful discrimination, harassment and victimisation	Race/ Religion or Belief/ Disability	To ensure the content of school meals and the eating environment meets the needs of all race and faith groups and those with specific health needs	Increased take up of school meals	All those with specific race, faith, cultural and health needs	Regular meetings with school cook regarding menu information	School catering manager	Ongoing	
Eliminate discrimination, harassment and victimisation Fostering good relations	All	To ensure pupils are accepted for who they are and that any discrimination is challenged. Appreciate and value the differences in others	Challenge stereotypes- gender, ethnic background, culture, religion. Build on pupil awareness so that pupils can detect bias and challenge discrimination	Whole school staff		Exec team and governors.	Ongoing	