



CAVENDISH SCHOOL EQUALITY OBJECTIVES 2016 – 2018

Equality Objective (EO)	Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls,	Action:	Who's responsible?	Dates from and to
EO1	All aims of duty	Boys, PP students SEND students	To ensure in school provision meets the needs of all pupils to ensure that PP/ SEND behaviour for learning is in line with all	To reduce the number of fixed term exclusions and internal exclusions of the identified group so that they are in line with the % of the	Boys, SEND, PP	Through targeted work of Guidance team support students in these groups at risk of exclusion	AHT Climate for Learning	Sept 2016- October 2018
EO2	All aims of duty	All protected characteristics	To increase the participation of pupils from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils involved in the decision-making processes of the school	Vulnerable pupils	Ensure diversity of pupils in student voice activities Ensure students from all groups are appropriately represented in	Head of Primary Phase (JMI) HOFs/ SLT	Sept 2016 – July 2018



	Advance equality of opportunity	Other	To improve the progress of pupils eligible for Pupil Premium	Improved progress rates.	Children eligible for Pupil Premium	Collate and analyze data relating to attainment by target group Work with Standards and Learning Effectiveness Service (SLES)	DHT Outcomes	May 2016 – May 2018
EO3	Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/Race/Gender identity/Disability/Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Pupils feel safer and more confident in school.	Whole school and specifically BME /LBGTU/SEND pupils/pupils or those from a Faith background	Annually review anti-bullying policy Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia Continue PHSE programme around sexual	AHT Climate for Learning AHT T&L SBA/ SPA	Sept 2016 – July 2018



						orientation. Develop anti-bullying survey. Continue anti-bullying week mentor.	AHT Climate for Learning AHT Climate for Learning	
EO4	Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils with SEMH and ASD needs	Improved ability by pupils to handle difficult situations and a reduction in classroom disruption	Pupils with SEMH and ASD needs	Train staff to deliver small group work sessions to support targeted pupils in developing social and emotional skills including THRIVE	SENCO/ AHT Climate for Learning	Sept 2016 – July 2018