

## Equality objectives – 2021-2024

At Holland Junior School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. All staff complete annual Equality training to ensure they have a clear understanding of the protected characteristics.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives for this period:

<b>Objective Group</b>	<b>Objective</b>
Pupil Outcomes	To monitor and analyse pupil achievement by race, gender, SEND and disadvantage need and act on any trends or patterns in the data that require additional support for pupils. Actions: Rigorous data procedures Rigorous moderation Data analysis Carefully planned interventions
Personal Development, Behaviour and Welfare	To ensure access to a range of extended learning opportunities for all pupils with a focus on disadvantaged pupils.  To provide a safe and suitable site accessible for our school community.  To ensure all pupils have access to counselling if required.
The Quality of Teaching, Learning and Assessment	To raise levels of attainment in core subjects for vulnerable learners.  To review and adapt the school curriculum to ensure a clear strand focused on diversity is evident throughout the school.
Leadership and Management	To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement; reviewing ways of communicating to ensure access for all.

We have analysed the impact of our policies and procedures to see the impact they have on a protected characteristic group. From this analysis, we are able to develop our policies and procedures to ensure that all have a positive impact.

Analysis				
Protected characteristic group	Impact analysis			Explanation of impact analysis
	Positive impact identified	Neutral impact identified	Negative impact identified	
<b>Age:</b>	x			Recruitment policy and HR systems ensure age is not discriminated against.
<b>Disability:</b>	X			The following policies include reference to ensuring equality for SEN and disability: Accessibility Plan and Policy SEND Information Report SEND Policy Curriculum policy Public Sector Equality Policy Health and Safety Policy Special Educational Needs Policy Educational Visits Policy PE Supporting Children with Medical Conditions Child Protection and Safeguarding
<b>Sex:</b>	x			Recruitment policy and HR systems ensure sex is not discriminated against.
<b>Gender reassignment:</b>	x			Through our RSE and PSHE curriculum we ensure that all our policies procedures, lessons, resources etc. in school are neutral in terms of gender reassignment.
<b>Race:</b>	x			The equality statement regarding protected characteristics is a key feature of all our policies. The school has undertaken an audit of all resources to ensure the resources reflect the school community and wider world.
<b>Religion or belief:</b>	x			The equality statement regarding protected characteristics is a key feature of all our policies. RE policy refers to equality for religious beliefs
<b>Sexual orientation:</b>	x			Our PSHE and RSE curriculum ensures that all our policies procedures, lessons and resources in school are neutral in terms of sexual orientation.
<b>Marriage or civil partnership:</b>		x		This is not discriminated against.
<b>Pregnancy and maternity:</b>	x			HR procedures ensure that those who are pregnant or on maternity leave are given equal rights for example to promotion etc.