



St Paul's Church of England Academy

Equality Objectives

2022-2026



| Link to Public Sector Equality Duty | Protected characteristic | Aim: | Objective: | Target group(s): e.g. whole school, girls, boys, SEND, staff etc. | Action: | Who's responsible? | Dates from and to: | Milestone/progress: |
|-------------------------------------|-------------------------------|---|---|--|---|--|--------------------|---------------------|
| All aims of the duty | All protected characteristics | To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life | Increase the diversity of pupils/students involved in the decision-making processes of the school | Minority, marginalised and vulnerable pupils/students | Identify which groups are under-represented in the School Council/Peer Mediators/Play Leaders/Ambassadors/House Captains and/or pupil voice processes within the school Set up group of pupils/students to develop actions which better involve the target group | Equalities Lead, School Council Lead & Phase leaders | Jan 2022 - onwards | |
| Advance equality of opportunity | Gender | To ensure that girls are equally involved in physical activity | Improved participation of girls in targeted sports activities | Girls | Monitor attendance of girls in sports clubs Survey girls and understand barriers to participation | PE Lead | Jan 2022 | |
| All aims of the duty | All protected characteristics | To promote good relations and tolerance between people from different backgrounds | Understanding the world the children live in | All | Continue to promote the relationship with the school in Sierra Leone Fundraising projects both locally, Nationally and Globally | SLT | Jan 2022 - onwards | |

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| Advance equality of opportunity | Other | To improve the attainment of pupils eligible for pupil premium and free school meals | Improved attainment | Children eligible for PP or FSM | Collate and analyse data relating to attainment by target group | SLT | Termly | |
| Advance equality of opportunity | Disability | To better understand the needs of disabled parents/carers /pupils/staff within our school community | Improved access and communication with disabled parents/carers / pupils/staff | Disabled parents/carers /pupils/staff | Gather and record information relating to disabled parents and pupils | SENCo and Family Support Lead | Jan 2022 onwards | |
| Eliminate discrimination | Other | To improve accessibility to communication for all parents/carers | To ensure all parents/carers can access communication from the academy | EAL and other vulnerable parents/carers | Reduce complexity of communication Include visual aids where appropriate Signpost google translate on the academy website to parents on admission | SLT | Jan 2022 - onwards | |
| Advance equality of opportunity | All protected characteristics | To increase under-represented groups in the workforce | Establish profiles of job applicants to identify if any positive action is required to attract under-represented groups | Staff | Monitor job applicants for all posts Collate equality information from applications | Office and Extended Schools Manager | When required | |