

EQUALITIES OBJECTIVES (2021 -24)

The school's Equality Objectives should be read in conjunction with the Accessibility Policy, the Equalities Policy, SEND Policy, Anti-Bullying Policy and Behaviour Policy. These policies are available on our website.

1. ETHOS

1.1. Thomas Gainsborough School stands against all forms of discrimination against any individual in relation to the protected characteristics contained within the Equality Act 2010.

1.2. This is achieved through the following objectives:

- Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Promotion of cultural understanding and awareness of different religious beliefs, ethnicities, gender, sexuality and disability related issues through our values, Tutor Time, Theme of the Fortnight, Religion Philosophy and Ethics lessons, PSHE, Enrichment Days and other activities.
- Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, including students with special educational needs and disabilities and those from disadvantaged backgrounds.
- Further reducing the incidents of the use of homophobic, sexist and racist language by students on the way to and from the school, as well as within its bounds.

Equality Objective 1:

To close the achievement gap by ensuring there is no difference in the progress made by different groups of learners.

We have chosen this objective because:

- The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the school must have due regard to the need to: Advance equality and opportunity between people who share a prohibited characteristic and people who do not share it.
- We believe that social or economic background of a student should not be a barrier to educational success and we will work tirelessly to ensure that it is not. This is our absolute moral imperative and expressed in our vision and values statement.

To achieve this objective, we plan to:

- Have high expectations for all and have clear routines for learning;
- A whole school focus on reading,
- Ensure all learning is driven by reliable student data;
- Have an unwavering focus on results and an expectation that all can succeed;
- Offer the very best teaching and support;
- Work to secure high levels and parental engagement.
- Use research to inform our practice.

Equality Objective 2:

To ensure all students are able to participate extra-curricular activities such school visits, enrichment activities and Intervention groups.

We have chosen this objective because:

- The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:
- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

To achieve this objective, we plan to:

- Ensure that every student is able to participate in extra-curricular and co-curricular activities where appropriate.
- Produce and advertise a termly programme of extra and co-curricular opportunities.
- Make best use of Pupil Premium funding to provide support for individuals that might not otherwise access these activities.

Equality Objectives 3

To encourage positive relationships between all students and to provide an environment in which there is no prejudice in relation to the protected characteristics listed in the Equalities Act 2010

We have chosen this objective because:

- The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the school must have due regard to the need to: Foster good relationships across all characteristics, between people who share protected characteristics and people who do not share it.
- Our students are diverse in their backgrounds and abilities. Though small in number, we have students from a number of racial backgrounds and a small percentage of pupils who speak English as an Additional Language. We also have a number with Special Educational needs or a disability. There is also an increasing number who are experiencing mental health issues.
- Research has also shown that this can be overcome when there are clear expectations of all pupils, where the school is deliberately structured so that it provides the opportunity to ensure each individual is known, and where pupils have opportunities to meet each other in a variety of contexts and can access the support they need.

To achieve this objective, we plan to:

- Ensure that all students are placed in small tutor groups with a dedicated tutor.
- Address equality related issues through Tutor Time discussions, the Theme of the Fortnight, assemblies, Enrichment Days and the curriculum.
- Provide a comprehensive student support team to address social, emotional and behavioural issues.
- Work robustly with external agencies to support our students and remove barriers to learning.
- Have a strong focus, through our House system and school values, on community and respect.
- Have a clear system of sanctions and rewards.

2. MONITORING AND REPORTING

The school will report on implementation as part of its review of the annual improvement plan. The objectives chosen are intended to last for 3 years. However, the methods of achieving the objectives will be refined each year and the outcomes reported to the governing body through scrutiny groups and the Headteacher's report.

The school has a wide range of different self-evaluation and feedback processes which it uses in order to scrutinise provision, as well as inform itself of any issues or concerns. This regular assessment of provision forms part of the school methods of assessing the impact of its policies and procedures.