ARBOUR VALE SCHOOL

EQUALITY OBJECTIVES

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Chair LGB

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Equality Objectives Introduction

The Public Sector Equality Duty 2011 has three aims under the general duty for schools:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Arbour Vale School has a legal requirement to prepare and publish one or more specific and measurable equality objective which will help them to further the three aims of the Equality Duty. These will be reviewed and re-published every four years.

Our Objectives

In setting our objectives the school will:

- Set objectives that are appropriate to our size and circumstances
- Set objectives that address the most pressing issues facing the protected groups, that fit the school's needs and are achievable in an appropriate timescale
- Align the objectives with the normal planning of the school

We have considered how well we are currently achieving these aims with regard to the protected groups under the Equality Act which are:

- race
- disability
- gender
- gender re-assignment
- age
- pregnancy and maternity
- marital status
- sexual orientation
- religion
- belief

From this evaluation we have agreed the following objectives to work on areas where we feel we could further develop and improve.

Objectives:

- To ensure there is no significant variance in the progress and attainment of pupil groups
- To promote the acceptance and positive benefits of difference and diversity
- To continue to challenge and report any type of intolerant attitude, comment or action that undermines the value or dignity of others
- To continue to work with our PFI partners towards improving the physical accessibility of our site to ensure access for all.

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