

Charlton Mackrell School Equality Objectives 2012-14

Information our school is publishing to demonstrate that we have due regard to the need to promote equality, as required by the 2010 Equality Act

1. Our specific duties

We have two Specific Duties under the 2010 Equality Act:

- To publish information to demonstrate our compliance with the general duty to promote equality
- To prepare and publish one or more equality objectives

We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we have prepared.

2. Our objectives for the April 2012 to April 2014 period are:

- **To identify barriers to participation in extra-curricular activities, including music and sport.**
- **To provide opportunities to pupils to have a wider experience of different ethnic groups and religious beliefs.**

Type of information	Evidence available and how this can be obtained
Data about the school population and differences of outcome	
1. Our school has data on its composition broken down by year group, ethnicity and gender, and by proficiency in English.	This information is not publicly available as it is not good practice to publish information which due to small numbers would allow individuals to be identified.
2. Our school has data on its composition broken down by types of impairment and Special Educational Need. We follow DfE guidance on recording disability in addition to Special Educational Need.	This information is not publicly available as it is not good practice to publish information which due to small numbers would allow individuals to be identified.
3. Our school is committed to collating data and other information on inequalities of outcome and participation when setting itself objectives for achievable and measurable improvements.	Our objectives for the April 2012 to April 2014 period are based on the school's desire to collect information through questionnaires and other sources during the period.

Documentation and record-keeping

4. There will increasingly be statements of the school's responsibilities under the Equality Act in various school documents, for example our equality policy, the school development plan and self-evaluation papers, the prospectus, routine bulletins and newsletters, and occasional letters to parents.	Our equality policy is available from the School Office. Several other relevant documents are also available on our website.
5. There are references to the school's responsibilities under the Equality Act in the minutes of governors' meetings, staff meetings and senior leadership team meetings	
6. Before introducing important new policies or measures that may have an impact on equality, the school carefully assesses their potential, positive or negative, and keeps a record of the analysis and judgements which it makes.	

Responsibilities

7. The Headteacher has special responsibility for equalities matters.	If you wish to discuss equality matters please contact the Headteacher
8. A member of the governing body has a watching brief for equalities matters.	For the Academic Year 2011-12 this Governor is Mrs Sue Cooper

Staffing

9. The school's programme of staff meetings and continuing professional development (CPD) includes reference to equalities matters, both directly and incidentally.	
10. There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.	We ensure we adhere to Somerset County Council's guidance on equal opportunities and recruitment

Behaviour and safety

11. There are clear procedures for dealing with prejudice-related bullying and incidents.	Our policy for responding to prejudice-related bullying and incidents is available on our website:
12. Surveys show that most pupils feel safe from all kinds of bullying.	Evidence of this comes from our most recent Ofsted report

Curriculum

13. Focused attention is paid to the needs of specific groups of pupils (for example those who have Special Educational Needs) and there is extra or special provision for certain groups, as appropriate.	If you wish to discuss such support please contact the Headteacher
14. There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion and mutual understanding.	
15. There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development.	

Consultation and involvement

16. The school has procedures for consulting and involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns and requirements of the Equality Act (which may sometimes involve targeted consultation).	Examples of how we have consulted and involved parents and other people include annual questionnaires and "Meet the Governors" sessions
17. The school has procedures for finding out how pupils think and feel about the school, and has regard in these for the concerns of the Equality Act (which may sometimes involve targeted consultation).	Examples of how we have consulted and involved pupils include establishing a School Council and conducting pupil questionnaires.