



Holbrook Primary School

Equality Objectives

1st January 2012 – 31st December 2016

OBJECTIVE 1	We will work to remove barriers to learning of pupils in each of the protected characteristics relating to schools by monitoring progress, shaping provision, and responding to prejudice based incidents.
Specific	This will provide a focus for pupil progress monitoring exercises.
Measurable	Progress of pupils with protected characteristics will be measured using pupil tracking information; prejudice based incidents will be recorded through the log of prejudice based incidents.
Attainable	School based monitoring procedures will allow us to gather the data; school improvement procedures will respond to the information we have; members of staff will use a range of strategies to meet the needs of pupils.
Relevant	This objective meets our main school improvement priority to raise standards.
Time Bound	Progress of pupils with protected characteristics will be measured three times a year; prejudice based incidents will be recorded annually.
OBJECTIVE 2	We will ensure that members of staff access relevant and appropriate CPD in order to support pupils within the identified groups; we will prioritise CPD for advocates.
Specific	This objective will develop understanding of the needs of the protected characteristics
Measurable	Advocates will be able to demonstrate that they have developed appropriate knowledge, understanding relating to the relevant protected characteristics.
Attainable	We will access the support from the LA and specific groups, e.g. Stonewall, to further our knowledge and promote understanding.
Relevant	This objective will ensure that we develop our knowledge and understanding of all of the Protected Characteristics in relation to our Duties under the Equality Act 2010.
Time Bound	We will review this objective annually during the four-year period, and evaluate the effectiveness of this system of advocacy. Relevant Equality Information will be published and Equality Analysis conducted on an annual basis.