

Classification:

Public

Equality (Information & Objectives Statement)



**Bishop
Perowne**
Church of England College
Endeavour Forever

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Objectives Statement)

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Document Management

A. Identification


Attribute	Description
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B. Document contributors

Name	Position	Author	Reviewer	Approver
Jane Price	Deputy Headteacher	✓		
Nigel Ford	Teacher	✓		
Richard Bentley	Link Governor		✓	
PDBW Committee	All Members		✓	
Judith Pettersen	Chair of Governors			✓
Mark Pollard	Head teacher			✓

C. Approval

This document is a controlled document authorized for release once all signatures have been obtained or has been approved for release at either a Full Governing Board meeting, relevant sub-committee meeting, a governor or Headteacher. Approval of this document constitutes approval of the content as described herein.

Name	Position	Date	Signature
Judith Pettersen	Chair of Governors	18 September 2018	
Mark Pollard	Head teacher	18 September 2018	

D. Document revision

Date	Revision	Modification	Modified by
24/01/2017	0.1	Creation of initial version for review using new template	Iain Williams
27/03/2017	1.0	Version published, document management control updated	Kate Woods

Senior Leadership Team			Equality Strand (protected characteristic)							Lead Person	Links school policy or school development/ improvement plan	Outcome	
Objectives	Action	Success Criteria	Disability	Gender	Race /Ethnicity	Religion / Belief	Pregnancy /	Sexual Orientatio	Gender reassignm				
Equality Objective 1: To ensure all students are making consistent progress regardless of gender, ethnicity, special educational needs or disability													
To monitor and analyse student achievement by gender, ethnicity and disability and act on any trends or patterns in the data that indicate that additional support for students is required to promote equality	Ongoing monitoring using data from assessments	From analysis of annual assessment results, data indicates there are no significant differences between key equality groups and the student body as a whole	√	√	√	√					Headteacher, SENCO	Single Equality Policy	No discernible patterns of underachievement in key equality groups relative to the student body as a whole
Equality Objective 2: To ensure all students are given the opportunity to make a positive contribution to the life of the College													
To ensure all students are given the opportunity to make a positive contribution to life in school, e.g. through participating in school sports teams, performing arts, charitable initiatives and other school-wide activities	Raising the profile of these activities, encouragement of all students to take part, and ongoing monitoring of participation of student	Increased numbers of students involved	√	√	√	√	√	√	√		Head teacher SENCO	Attendance action plan	Confidence improved, representative participation of all groups in school-wide activities and initiatives
Equality Objective 3: To challenge and address bullying or harassment motivated because a person possesses one or more Protected Characteristics													
To promote British values and instil a sense of decency, a love of democracy and respect for all	British values to be explained and promoted across the curriculum	Students can define British values and how they are applied. Students understand and can explain the importance of upholding British values	√	√	√	√	√	√	√		Headteacher	Single Equality Policy	All students at the College feel safe and respected
Equality Objective 4: To promote British values at the College, including the concept of the equality of all citizens before the law													
All students achieve in accordance with their targets with no significant gaps in attainment	Ongoing monitoring of all relevant incidents, checks to ensure that relevant incidents are correctly logged and followed up, checks to ensure that procedures for corrective action are being followed	A downward trend in these incidents over time	√	√	√	√	√	√	√		Headteacher	Single Equality Policy	Equality, tolerance and mutual respect are promoted at the College

Equality Objective 5: To ensure that disabled students can access the widest possible area of the site and range of College activities												
Students with disabilities are supported to ensure they can access as much of the site as is feasible and the fullest possible range of activities available at the College	Ongoing audit site accessibility and monitoring of involvement of disabled students in activities across the curriculum and in extracurricular activities	Maximum feasible site accessibility. Maximum involvement of disabled students in the life of the College	√							SENCO	Single Equality Policy	Equality for disabled students promoted at the College



Any enquiries regarding this publication should be sent to us at

Bishop Perowne C. of E. College,
Merriman's Hill Road,
Worcester,
Worcestershire,
WR3 8LE

T: 01905 746800

F :01905 746846

E: info@bishopperowne.co.uk

This document is also available from
our website at
www.bishopperowne.co.uk