



## Equality Objectives 2019

| Equality strand/<br>characteristic | Equality objective   | Strategy  | Monitoring  | Who is responsible  | Success indicators   |
|------------------------------------|--|---|---|---|--|
| All                                | To publish and promote the Equality Objectives to the school community   | Publish and promote the Objectives through the school website, assemblies, form times and staff briefings | Regular follow up discussion around the Objectives with staff, students and parents   | The whole school, led by the Senior Leadership Team (SLT) | Staff and families are familiar with the principles of the Equality Objectives and consider them when planning lessons, creating classroom displays. |
| Race Gender Disability             | To monitor and analyse students' achievements by race, gender and disability and to act on any trends in the data that require additional support for students | SLT will extrapolate data on a termly basis and will use data to plan interventions where needed          | Achievement data will be analysed by race, gender and disability using <i>Evidence for Learning</i> and EHCP review data via regular data drops | Senior Leadership Team (SLT)                              | Data will be analysed and used to plan additional support where required, and concerns will be eradicated  |
| Religion and belief                | Ensure that weekly Acts of Worship are meaningful for pupils and enable pupils to broaden their  | All pupils will participate in a range of weekly Acts of Worship that enable them to experience           | Regular monitoring from SLT of Acts of Worship, alongside feedback from staff, pupils and families  | The whole school, led by the Senior Leadership Team (SLT) | Pupils have a broader experience of different faiths and can identify some key principles of   |

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|-----|--|---|--|---|---|
|     | understanding of different faiths  | different faiths and understand some key principles of those faiths               |  |   | those faiths using their preferred method of communication  |
| All | To increase the role that parents / carers / other family members play in the overall life of the school | Continue to build on the award of the Leading Parent Partnership Award (Feb 2019) | Regular monitoring by the school's leadership team<br><br>Annual Families Survey (every Spring term) | The whole school, led by the Senior Leadership Team (SLT) | Families will be more fully engaged with the school.<br><br>The response rate for family questionnaires will increase by at least 10% per annum (43% in March 2017; 47% in Feb 2018; 55% in Feb 2019) |

The Public Sector Equality Duty requires schools to update the equality objectives at least every four years. These objectives will be reviewed on an ongoing basis to ensure that they continue to meet the needs of Dysart school, with the next full review taking place no later than Sept 2023.