



Overdale School Equality Objectives

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evaluations that we undertake on a termly and annual basis. Our equality objectives focus on those areas where we have agreed to take action to improve equality.

Equality Objective 1: *To improve the outcomes for disadvantaged pupils so that the gap between this group and their peers reduces.*

Why we have selected this objective:

Due to the number of disadvantaged pupils in the school, particularly those who are dual registered, we want to ensure that the best possible provision is put in place to support the individual needs of pupils. This objective correlates with one of our targets in the School Development Plan. By targeting this group of pupils we intend to improve their rates of progress and reduce the attainment gap.

To achieve this objective we will:

- Provide support and professional development for staff in identifying provision for disadvantaged pupils
- Provide support and professional development for leaders in regularly monitoring the progress and attainment of disadvantaged pupils
- Ensuring that funding is used effectively for disadvantaged pupils

Equality objective 2: *To celebrate diversity and promote the children's awareness and understanding of equality and diversity.*

Why we have selected this objective:

We want our children to be open-minded, tolerant and to celebrate diversity. Accepting and celebrating differences should be an integral part of our children's lives.

To achieve this objective we will:

- Organise regular themed days and a wide variety of visitors to celebrate diversity
- Children are afforded opportunities to engage with a wide range of communities.
- Assemblies will develop tolerance and promoting diversity as well as celebrating cultural events from a range of faiths.
- Children that have found to have used racist or derogatory language/ actions towards children in school due to their culture or race will be appropriately sanctioned through the use of the behavior policy and educated, with parents if deemed necessary, on the importance of tolerance and respect.

Equality objective 3: *To ensure girls and boys have the same opportunities and their ambitions are not limited by the attitudes of themselves and others*

Why we have selected this objective:

Analysis of data shows a gap between the attainment of girls and boys- particularly in writing.

To achieve this objective we will:

- Analyse school data to identify gaps and implement necessary actions to address concerns.
- Produce and implement action plans for individual subjects based on the findings of analysis
- Ensure that visitors promote gender equality and support aspirations for all regardless of gender stereotypes.

Signed by: Robert Bowman (Headteacher) Date:

21.2.2024

Review date: 21.2.2025