



Single Equalities Objective Review 2016 - 2017

Introduction and background:

The Equality Act 2010 replaced previous anti-discrimination laws with a single Act, and legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it's unlawful to treat someone and made the law easier to understand and strengthened protection in some situations.

The Act introduced a single Public Sector Equality Duty which public bodies are required to have due regard to the need to when carrying out their functions. It has three main elements:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

By 6 April 2012, schools were obliged to publish their initial information and first set of objectives demonstrating how it complies with the general duty. Schools are free to choose the equality objectives that best suit their individual circumstances and contribute to the welfare of their pupils and the school community.

They would update the published information at least annually and to **publish objectives at least once every four years.**



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Equality Objectives

At the CFC Committee meeting on 14th May 2015, new Equality objectives were agreed as follows:

1. To improve parents' knowledge and understanding of the school's Anti-Bullying policy (**eliminate discrimination, harassment and victimisation**)
2. To narrow the gender gap in KS2 attainment in Writing between boys and girls (**advance equality of opportunity between different groups**)
3. To improve communication between different groups of parents and the school (**advance equality of opportunity between different groups**)
4. To organise events and workshops celebrating the ethnic diversity of our pupil population (**foster good relations between different groups**)
5. To ensure that the premises is accessible for pupils, parents, visitors and staff (**accessibility – premises**)

At Burdett-Coutts, the Equality Link Governor meets with the Headteacher once a year, usually at the end of the academic year or the beginning of a new academic year, to review the progress of the set/agreed objectives. The link governor will report their findings to the FGB and a written report will be made available on the school website.

The Equality Link Governor for 2014 to 2017 was Ms. N. Bowles. The Equality Link Governor for 2017/2018 is Mr. A. Woodward. This report was written by R. Dyer and N. Bowles on the 6th of December 2017 (brought to FGB on 14th December 2017).



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Public Sector Equality Duty	Equality Objectives	Actions	How will impact be monitored?	Who is responsible?	Time frames	Review and Progress
Eliminate discrimination, harassment & victimisation	To improve parents' knowledge and understanding of the school's Anti-Bullying Policy	Anti-bullying week supported by Collective Worship & PSHCE lessons Website Noticeboards Newsletters	Parent responses to Q8 of Parent View improving.	Headteacher SLT Teachers & support staff Children PSHE coordinator	December 2016 and ongoing	<ul style="list-style-type: none"> Regular anti-bullying newsletter sent to parents (November 2015 & 2016) Annual anti-bullying week shining a spotlight on bullying (Nov 2015 & 14th – 18th Nov 2016) Anti-bullying update post on website (Jan 2017) Anti-bullying webpage (published Nov 2015) updated annually and includes Anti-Bullying and Safeguarding policy (updated Sept & Nov 2017) Safer Internet Day marked annually with presentation by the children to parents (7th Feb 2017) 2016/2017 Parent Survey saw 100% of parents agreeing 'My child feels safe at Burdett-Coutts' and that the children were disciplined and well behaved. One parent said 'the school teaches children how to deal with bullying'



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Advance equality of opportunity between different groups	To narrow the gender gap in attainment in Writing between girls and boys in KS2	Set up writing interventions targeting boys in KS2	Termly Pupil Progress meetings with class teachers and SLT	Headteacher Assistant Headteachers Class Teachers Governing Body	July 2016 and ongoing	<p>2015/16 KS2 Writing Results: EXP: Girls - 74% Boys - 71% GDS: Girls 0% Boys 0%</p> <p>2016/17 KS2 Writing Results: EXP: Girls 69% Boys - 60% GDS: Girls 23% Boys 0%</p> <ul style="list-style-type: none"> A new curriculum was implemented by the government in July 2016. In 2017, it was pleasing to achieve a 13% increase in greater depth writing overall. However for 2017-2018, writing continues to be a whole school concern. It is recognised that writing fell slightly in 2017 but when significantly below average starting points are taken into account and with the new national curriculum introduced part way through their key stage, it is judged that value-added progress is evident at the expected standard. <p>Ongoing plans for 2017 include:</p> <ul style="list-style-type: none"> Implementing the Alan Peat writing and Power of Reading strategies



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						<ul style="list-style-type: none"> Year 5 Boys' WOW coaching and weekly writing group Year 6 Booster Writing groups All pupils have a writing assessment book (in addition to their daily English and writing books) so that their progress in writing can be clearly evidenced every half term.
<p>Advance equality of opportunity between different groups</p>	<p>To improve communication between different groups of parents & the school.</p>	<p>To implement Parent View as a way for parents to respond & share their views of the school at any time.</p> <p>To ensure that technical help is available to those parents who need it.</p>	<p>Level of response is easily monitored – how many parents respond</p>	<p>Headteacher Governing Body</p>	<p>November 2015 and ongoing</p>	<ul style="list-style-type: none"> 2014/2015 only 13 responses to Parent View. in 2015/2016 there were 61 responses due to technical help provided by School Council on the school's Ipads 2016/2017: a paper survey was carried out in school in place of Parent View with over 80 responses. Technical help remains available to parents at all times, not just in filling out surveys but also with online applications of Reception and Secondary transfers Coffee mornings on a variety of strategic topics continue to be well received and attended by parents.



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Foster good relations between different groups	To organise events and workshops celebrating the ethnic diversity of our pupil population	International Evening Language workshops Coffee mornings	Parent and pupil surveys at the end of the events	SLT Governing Body	March 2016	<ul style="list-style-type: none"> There has been a variety of events in celebration of our school's ethnic diversity eg: Spanish Day (Sept 2017), International Evening (May 2017), Queen's Jubilee celebrations, Remembrance Sunday etc There has also been an interfaith assembly at Church to teach about different religions (Oct 2017).
Accessibility – premises	To ensure that the premises is accessible for all pupils, parents, visitors and staff	Health and Safety audit of premises, risk assessment for the evacuation of staff & pupils with medical needs & monitor the school's fire evacuation procedures	Audit will identify issues and any actions will be implemented	Governing Body	October 2015	<ul style="list-style-type: none"> Health & Safety audit carried out annually and report presented to the FGB. Risk assessments are carried out periodically and regular fire drills practised (once a term, last drill Oct 2017) Children are aware of how to move quickly to the designated safe area in a safe manner (witnessed by ChoG May 2017, fire drill from top of roof to playground)