

Equality Objectives	Protected Characteristic	R	A	G	General Duty	Responsibility	Measurable Success Indicator	Timing	Review Date
Raise the attainment of children receiving pupil premium funding so that the gap between these children and those not receiving the funding is closed (with a specific focus on children identified as having SEND).	All (disability)		/		Advance equality of opportunity between persons who share the relevant protected characteristic and persons who do not share it.	MJ/SLT / Governors/ Staff/ SEND team	The gap between the progress of children receiving PP funding and those not is reduced (in particular for those children identified as having SEND and receiving PP funding).	3 years	Annually – October 2015/16/17 Termly at Governor meetings
To promote pupils’ understanding and awareness of the protected characteristics through a rich range of experiences both in and beyond the school.	Disability, ethnicity and race, gender, religion and beliefs.		/		Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the equality act. Advance equality of opportunity between persons who share the relevant protected characteristic and persons who do not share it. Foster good relations between persons who share a protected characteristic and those who do not.	MJ/SLT/ Governors/ Staff/	Opportunities for promotion are identified in long term plans for both subjects and the school. Theme weeks are planned and delivered. Literature, displays and learning resources reflect the protected characteristics.	3 years	Annually - October 2015/16/17