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EQUALITY INFORMATION AND OBJECTIVES

DOCUMENT CONTROL

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Pleckgate High School Equality Objectives

Reviewed and set: September 2021 (to be updated at least every four years)

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives, to be updated at least every four years.

What issues and challenges can equality objectives address?

Equality objectives may relate to any of the three aims of the public sector equality duty. They may be linked to priorities already identified in the school improvement plan, might respond to gaps identified through data analysis, or may result from consultation with students, staff and parents.

Equality objective 1: *To further develop a culture where all aspects of sexual harassment are recognised, managed and a culture is created where any form of harassment is not tolerated.*

Why we have chosen this objective:

In June 2021, Ofsted released their findings of a thematic review of sexual abuse in schools and colleges that identified a number of key areas that schools could strengthen their practice around sexual abuse and threatening behaviour.

To achieve this objective we will:

- Review and embed a carefully planned and sequenced PSHRE curriculum that specifically includes education on sexual harassment, sexual violence and online abuse.
- Ensure that staff delivering the PSHRE curriculum are well trained through high quality CPD.
- Ensure there is robust reporting and recording procedures in school that leaders analyse to identify, help and manage incidents.

Equality objective 2: *To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.*

Why we have chosen this objective:

The extra-curricular dimension of school life is crucial to ensuring that all students receive a well-rounded education and are better prepared for adult life. Pleckgate High School is committed to ensuring that all students have access to a broad and balanced curriculum, enhanced through regular opportunities to flourish beyond the classroom.

To achieve this objective we plan to:

- Regular student voice to evaluate student engagement in school life.
- An active, representative school council.
- A rich offer of extra-curricular activities that all students are able to access.