



Equality objectives Aylestone School 2018-19

Context: Public Sector Equality Duty

The Equality Act 2010 contains a general duty known as the public sector equality duty (PSED). Since 5 April 2011, public sector organisations (including maintained schools and Academies) must comply with a key aspect of the Equality Act 2010, which requires schools to have due regard to the need to:

Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act; by removing or minimising disadvantages suffered by people due to their protected characteristic;

Advance equality of opportunity between different groups/people, who share a relevant protected characteristic and groups/people who do not; by taking steps to meet the needs of people from protected groups where these are different from the needs of other people;

Foster good relations between different groups/people who share a relevant protected characteristic and persons who do not share it; by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Specific Statutory Duties

The Equality Act 2010 (Specific Duties) Regulations 2011 requires schools to comply with two specific duties: These are:

- Publication of information Since 6 April 2012 - every school has had to publish information to show that it is complying with the duty and at least on an annual basis after that.
- Equality objectives: Schools must prepare and publish one or more objectives that further the three aims of the equality duty. Any objective must be specific and measurable.

Aylestone School has chosen the following equality objectives:

Equality objective 1: Improve teaching so that all pupils, and particularly disadvantaged pupils and those who have SEN and/or disabilities, make at least good progress

Why we have chosen this objective:

We aim to improve the progress of pupils who are disadvantaged or have SEND so that it is in line with other pupils nationally

To achieve this objective we plan to:

Making sure planning and teaching are securely based on pupils' starting points and learning needs

Ensuring that teachers provide work that is relevant, engaging and interesting
Ensuring that pupils are clear about how to improve their work and learning

Progress we are making towards achieving this objective:

GCSE results in 2018 show we have diminished the difference between disadvantaged pupils at Aylestone and non-disadvantaged pupils nationally

Equality objective 2: Make sure disadvantaged pupils and pupils who have SEN and/or disabilities attend school more regularly

Why we have chosen this objective:

We aim to improve the attendance of disadvantaged pupil and SEND pupils so that it is in line with the attendance of other pupils nationally

To achieve this objective we plan to:

Work with the parents of pupils who miss too much school

Progress we are making towards achieving this objective:

National absence rates at the end of 2016-2017 for SEN was 7.5% (93.5% attendance) and Non SEN was 4.8% (95.2% attendance), therefore a difference of -2.7%. The gap at Aylestone at the end of 2017-2018 was -1.67%. The current gap at the time of writing is -0.15%.

National absence rates at the end of 2016-2017 for Disadvantaged pupils was 8.5% (91.5% attendance) and Non Disadvantaged pupils was 4.6% (95.4%), therefore a difference of -3.9%. The gap at Aylestone at the end of 2017-2018 was -3.6%. The current gap at the time of writing is -7.0%.

Current figures for disadvantaged groups is not in line with other pupils nationally, however, figures for SEN is in line with others nationally.