



## St Hilary School – Public Sector Equality Duty Objectives 2018-2022

Priority/ Objective	What are we going to do?	How will we know if we are succeeding?	Who leads this work and monitors progress?
To close the gap in attainment for Maths and Writing and aim for the expected progress of 3.0 points progress for PP across the year.	Ensure PP children have access to high quality first teaching. Support and interventions in place for PP children, which is monitored as part of the wider PP strategy.	PP children make 3 points progress throughout the year and attainment is closer in line with their peers.	PP champion- Michelle Brant
Ensure any dis-advantaged pupils can access school trips and residentials, school clubs and play a musical instrument if they wish to.	As part of the wider PP strategy, children are monitored and encouraged to join in with clubs, trips and residentials. Families are approached if the barrier is a financial one. All children are offered to play a musical instrument and financial support is offered from either the PP fund or from the County music subsidy as appropriate.	PP children attend school clubs, residentials and trips. PP children that wish to have the opportunity of playing a musical instrument.	PP Champion – Michelle Brant Clubs/ PE co-ordinator – Kate Ellis.
The school environment is a gender neutral one, through adopting unisex toilets and ensuring the school uniform policy is gender neutral.	Upgrade the school toilets in order that they are unisex and offer a more open 'safe' space for all. Change the school policy in order that it is gender neutral and lists a school uniform that applies to all.	School is a gender neutral space, in which children feel safe and valued.	Head teacher – Kelley Butcher
Complete the IDFS- Inclusion Friendly Dyslexia re-accreditation to ensure St Hilary is fully inclusive.	See IDFS action plan for full list of actions.	IDFS re-accreditation achieved and inclusion monitored throughout school	Michelle Brant- SENCo

Related school policies and plans: Accessibility plan and policy, Anti-bullying policy, Equality and Diversity Policy, SEN Policy and Action Plan

### 149 Public sector equality duty

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.