

**Kilburn Grange School**  
**Equality Objectives 2020-2021**

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence inclusive of observations and daily interactions with pupils. Our equality objectives focus on specific areas where we have agreed to take action in order to improve equality and tackle disadvantages or preconceived ideas.

Kilburn Grange School is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives 2020-2021 are as follows:		
Equality	Why we have chosen this objective:	To achieve this objective, we intend to:
<p>To narrow the gender gap in Reading, Writing and Maths in all year groups.</p>	<p>Data analysis shows some inequality of attainment between boys and girls. We must reduce this gap and ultimately close it.</p>	<ul style="list-style-type: none"> <li>• Identify individuals underachieving and plan high-quality intervention.</li> <li>• Provide training for all staff carrying out interventions.</li> <li>• Monitor interventions to ensure they are implemented correctly.</li> <li>• Review progress of identified individuals to ensure the gap is narrowing or closing.</li> </ul>
<p>To ensure the new Relationships Education, Relationships and Sex Education (RSE) and Health Education statutory guidance has been fully integrated into the curriculum.</p>	<p>There is a new statutory guidance that all schools must implement by summer 2021.</p> <p>The previous PSHE scheme of work (Jigsaw) did not meet the needs of the school:</p> <ul style="list-style-type: none"> <li>• An overwhelming percentage of parents weren't satisfied with the coverage in Jigsaw, particularly linked to Sex Education and withdrew their children. The scheme of work covers much more than statutory guidance requires.</li> <li>• Monitoring showed that some areas of PSHE are better understood and embedded than others.</li> </ul>	<ul style="list-style-type: none"> <li>• The new PSHE/RSHE scheme of work 1Decision is embedded across the school and tailored to the needs of the children in our community.</li> <li>• Monitor that the scheme of work is being taught effectively and all areas of PSHE are understood.</li> <li>• Consult with parents/carers as part of the statutory guidance and ensure that a robust and purposeful PSHE/RSHE Policy is created.</li> </ul>
<p>To ensure that the protected characteristics are being taught effectively as part of our curriculum.</p>	<p>Ofsted inspectors will gather evidence on how schools ensure equality for all pupils. They will review pupils' understanding of the protected characteristics. There are clear links to the new Relationships Education, Relationships and Sex Education (RSE) and Health Education statutory guidance Examples include:</p> <ul style="list-style-type: none"> <li>• Make relationships education and/or RSE accessible for all pupils, including those with special educational needs and disabilities</li> <li>• Ensure that teaching reflects the law (including the Equality Act 2010)</li> <li>• Take into account the age and religious background of all pupils and ensure that their teaching is appropriate to their age and religious background.</li> </ul>	<ul style="list-style-type: none"> <li>• Review how the protected characteristics are covered in the new PSHE/RSHE scheme of work 1Decision. Tailor it accordingly to the needs of the children in our community.</li> <li>• Review whole school festivals, events and charities we mark and support to ensure adequate coverage of all protected characteristics.</li> <li>• Ensure that all staff receive training in order to understand how we teach the protected characteristics in our curriculum and school.</li> <li>• Carry out pupil conferences and ensure that pupils are able to explain what equality and the protected characteristics are and are able to explain and describe what has been taught.</li> </ul>

