

Blenheim Equality Objectives – 2017-2020

The Specific Duties – d) Set and publish equality objectives

Characteristic	Objective	Success criteria
Sexual Orientation	<p>To review PSHCE programmes from KS3-5 to ensure that they meet the requirements and promote effective sex and relationship education</p> <p>To create an LGBT community forum/society for students.</p>	<p>SOWs reviewed and updated.</p> <p>Group created</p>
Race	<p>EAL – to review and extend provision to ensure all students are fully supported in gaining excellent outcomes and to support effective community cohesion</p> <p>To continue to ensure all staff have completed equality training in light of Equality Act 2010</p>	<p>Review provision in light of maternity leave</p> <p>Staff Training completed by all teaching and support staff</p>
Sex	To ensure that outcomes demonstrate parity of performance between boys and girls.	Results to demonstrate that gap is closing between girls and boys.
Age	To promote understanding and awareness of the role and needs of young carers	<ul style="list-style-type: none"> • Assemblies • PSHCE • Young Carers Awareness Day • Staff training • Awareness for all
Disability	To ensure that the curriculum is accessible to all students and that all are able to contribute fully to the school community.	
General	<p>Staff Health & Wellbeing group to be created.</p> <p>To establish an equalities committee/working group with a focus on equality and diversity in general</p>	<p>Group established with representation from both staff and students.</p> <p>Group to support work in relation to PSHCE, SMSC, wellbeing etc.</p> <p>Biannual meetings</p>