

Cidari Education Ltd: Equality Objectives 2015-2018

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Cidari Education is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation;
- Promote equality of access and opportunity within our school and within our wider community;
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Directors of the Trust regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation) under the Equality Act (2010).

Equality Objectives:

At Cidari Education, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives across the Trust:

Objective 1: To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners. For vulnerable learners (FSM & PP) to achieve national average levels in Reading, Writing and Maths.

Objective 3: To raise levels of parental and pupil engagement in learning and academy life, across all academies and activities including regular attendance to ensure equity and fairness in access and engagement.

To be reviewed annually by the Leadership Team and the Directors in the autumn term.

To be monitored by the CEO & Head of Education for data trends (objective 1).

To be monitored by the CEO & Head of Education with a focus on the progress of SEN pupils (objective 2).

To be monitored by the CEO & Head of Education with a focus on FSM & PP pupils (objective 2).

To be monitored by the CEO & Head of Education for parental engagement and attendance (objective 3).

V2.0 Reviewed: November 2016