



Equality Statement & Objectives 2020-21

The Trafalgar School at Downton is an Academy within the Magna Learning Partnership which admits students from a wide range of socio economic backgrounds.

The Trafalgar School at Downton is committed to:

- Promoting equality of opportunity
- Eliminating discrimination and harassment
- Valuing diversity and promoting positive relationships
- Providing an inclusive education
- Monitoring and evaluating the attainment of all groups (equality of opportunity) and to direct additional specific intervention to any group that is failing to attain the desired outcomes.
- Meeting the requirements of the Equality Act 2010.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students and staff or treat them less favourably because of their:

- Gender
- Race
- Disability
- Religion or belief
- Gender identity and reassignment
- Sexual orientation; pregnancy or maternity.
- Age and marriage (only applicable to staff)
- Civil partnerships (only applicable to staff)

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

We are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Statement and related Policies:
 - Curriculum

- Teaching Learning & Assessment
- Behaviour
- Anti-Bullying
- Examinations
- SEND Information Report and Policy
- Pupil Premium Statement
- Publish Equality Objectives which are specific and measurable

Our objectives are in line the [Magna Learning Partnership's Equality Information](#). Our Equality Objectives reflect the School's and Trust's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Equality Objectives 2021

We will review the attainment and progress of all learning groups (equality of opportunity) and direct additional specific intervention to any group that is failing to attain the desired outcomes. This has identified the following groups as requiring a particular focus:

Objective 1:

To close the progress and attainment gap in performance for Boys compared to Girls.

Objective 2:

To close the progress and attainment gap for students from disadvantaged socio economic backgrounds (eligible for additional funding through the Pupil Premium Grant)

In line with national trends, our data analysis indicates that both boys and students eligible for pupil premium funding are achieving less well than their peers.

Review

This statement is reviewed annually.