

Document Control	
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**THE LOXFORD SCHOOL TRUST
EQUALITY ACT 2010: EQUALITY OBJECTIVES
VISION**

Our Vision is a highly-educated society in which opportunity is more equal for children and young people no matter what their background or family circumstances.

We will achieve this Vision through five strategic aims, which are mutually reinforcing. The associated actions are intended to benefit all children. In enabling Schools and others to work towards the aims we shall look at evidence of progress for people with particular characteristics protected under the Equality Act, as part of our responsibility to eliminate discrimination, advance equality and foster good relations.

Raising Standards of Educational Achievement

Equality Objective: Ensure that all children gain the knowledge they need to prepare them for adult life, through a reformed National Curriculum and more robust Academic and Vocational Qualifications up to the age of 19.

We will be looking in particular at attainment of children and young people with Special Educational needs, and those from minority ethnic communities that are currently under-achieving.

We will support young women and young men to make informed choices, not limited by stereotypical thinking, to secure access to independent careers guidance for all 12-to-18 year olds. This should include information on the full range of Education and Training options, including Apprenticeships.

We will set out a clear vision for Careers Guidance that is based on inspiring every young person with a sense of what they can achieve through more real-life contacts with the world of work.

Closing the Achievement gap between rich and poor

Equality Objective: to narrow the Achievement gap for children and young people, including children in care, by ensuring increased opportunities and improved outcomes.

We will monitor the attainment of disadvantaged children.

Reforming the Schools System

Equality Objective: Learning from the International evidence, raise Teaching Standards.

We will be looking at the evidence around parental choice, to see if any patterns emerge.

We will remove disadvantage for summer-born children, the youngest in the year group.

Supporting all children and young people, particularly the disadvantaged

Equality Objective: help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children, including those who experience bullying or exclusion.

We are supportive of our Schools preventing and tackling the bullying of children and young people. We expect our Headteachers to take a strong stand against all bullying – particularly prejudice-based racist, sexist and homophobic bullying.

We will continue to reinforce to our Schools the importance of their Equality Duties within the Exclusion Process and encourage the use of Early Intervention to reduce the need for exclusion. We will also monitor the use of exclusion for different groups, including those groups with a disproportionately high rate of exclusion.

Improving the effectiveness and efficiency

Equality Objective: improving the effectiveness and efficiency of the Education in our schools.

We will secure and retain an effective, efficient and representative workforce that enables us to deliver against the DfE priorities; raising standards and closing the attainment gap.