

Equalities Objectives (PSED) Orchardside School Pupil Referral Unit

Equality information and objectives 2017-18

Fostering good relations objectives

To foster good relations across and between all groups including between students and adults of differing ethnicity, gender, religion sexual orientation and sexual identity.

To promote an ethos of respect, tolerance, understanding and kindness between students, staff, visitors and the wider community.

To encourage adults and students to be reflective and aware in the selection and use of positive images and messages in books, publications and learning materials in classroom/corridor displays and in newsletters to better reflect the ethnic, gender, disability and sexual orientation/ identity diversity of the school and community.

To challenge and address instances where these values are not upheld.

Eliminating discrimination objectives

Eliminate discrimination and other conduct that is prohibited by the Act.

- To increase the percentage of students and parents who confirm their satisfaction with the way in which bullying, racist, sexist or homophobic abuse is addressed and resolved.
- To increase the numbers of staff who report they are confident that the school deals with any causes of bullying effectively (bullying includes persistent name calling, cyber, racist and homophobic bullying).
- To continue to improve systems for reporting and recording bullying incidents by types through more effective use of SIMS.

Advance equality of opportunity objectives

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

- To increase the average point score of BME pupils on leaving the PRU in Year 11 in August 2018 to match or exceed the average point score of all pupils on leaving the PRU in 2018
- To continue to promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping (need to survey pupils via PSHE before and after survey looking at potential career choices).
- For the PRU to produce a bespoke in house survey to gauge student opinion on school efforts to address gender stereotyping through careers advice and guidance.

Orchardside School January 2018