# TOR VIEW SCHOOL EQUALITY OBJECTIVES

*'Inspire, learn, enjoy and achieve'*

The Equality Act 2010 is often described as having three specific 'aims'.

**Equality of opportunity**

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

**Elimination of unlawful discrimination**

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.

**Fostering good relations**

Foster good relations between people who share a protected characteristic and people who do not share it.

**The Equality Strategy and supporting actions are 'living' documents. Therefore, the strategy and action plan will be reviewed yearly to ensure that our policy and practice are relevant in the face of emerging and prevalent national and local priorities and also to reflect the key priorities within the school improvement plan (SIP).**

**The objectives and targets Tor View School has currently agreed to work on with the Local Governing Committee are:**

**Sea View Trust objective 1**

To monitor and analyse learner achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for learners.

**Target impact**

- Learner achievement is equitable across the strands of race, gender and disability within the school.

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
|---|---|---|---|---|---|
| To monitor and analyse learner achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for leaners | Analysis of relevant data and identification of need for additional support where necessary. Report to be compiled for the Sea View Trust Central Team. | Headteacher/SLT<br>SMT<br>Teachers<br>Teaching Assistants<br>Governors<br>Learners<br>Parents/carers | Review Summer Term 2026-2027 | Assessment system. | To ensure robust analysis of the data for Tor View School to ensure the opportunity to achieve for learners is not adversely impacted by race gender and disability. |

**Sea View Trust objective 2**

To monitor and analyse staff recruitment, retention and development to ensure equality of opportunity for all staff.

**Target impact**

- Staff recruitment and retention processes within the school ensure equality of opportunity for all staff.

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
|---|---|---|---|---|---|
| To monitor and analyse staff recruitment, retention and development to ensure equality of opportunity for all staff | Equality monitoring form is part of the SVT application form for applicants to complete.<br>Completion and submission of relevant data to the Central Team during the recruitment process by HR staff. | Headteacher/SLT<br>HR staff<br>School Business Lead<br>Central Team | Review Summer Term 2026-2027 | Assessment system. | To ensure equality of opportunity for all staff. |

**Learner/Student objective**

- Ensure our learners/students feel that the school is a welcoming and inclusive environment.

**Target impact**

- To demonstrate that learners/students feel that school is a welcoming and inclusive environment where they are supported and valued.

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
|---|---|---|---|---|---|
| To demonstrate learners feel supported and valued within the school environment. | Annual survey of learners and parents/carers<br>Learner voice meetings half termly.<br>School council meetings<br>Pastoral support | Headteacher/SLT<br>SMT<br>Governors<br>Teachers<br>Teaching Assistants<br>Learners<br>Parents/carers | Review Summer Term 2026-2027 | Cost of any relevant resources necessary | Learner wellbeing evaluation will show that 100% of learners feel safe and respected with regards to diversity and inclusion.<br>Learners feel valued and supported as young adults.<br><br>The school curriculum mapping demonstrates that diversity and inclusion is firmly embedded within all areas. |

**Our Equality Scheme**

How do you measure the true value that diversity brings? At Tor View School, we will do this through our Equality Scheme, which recognises the good work that we are already doing, while setting new challenges and goals for the future.

The Equality Scheme will help us to drive positive change through clear equality objectives and targets, which challenge the school to use its resources to deliver sustainable, successful outcomes.

The school's current Equality Scheme covers 2023-2027, but every year, the school will review and document its progress through an Annual Equality Report. This will help the school to update the objectives and targets and respond to new challenges and priorities. As a result, the actions that the school intends to take over the next three years to realise its objectives will evolve over the lifetime of the Equality Scheme.

Annual monitoring data

By law, the school is required to publish an annual update on the work it has undertaken to meet its equality objectives, and as outlined earlier, this takes the form of an Annual Equality Report.

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| Reviewed November 2023 | SJ |
| Reviewed August 2024 | SJ |
| Reviewed September 2025 | SJ |
| Reviewed September 2026 | SJ |
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Next review September 2027