

The Roundhill Academy

Equality Objectives

Equality Objectives and EDIMs (Equality and Diversity Impact Measures)

The Equality Act requires public bodies to set Equality Objectives at least every four years, and they have to be 'stretching'. These are measures through the setting of EDIMs to accompany them. The Objectives and EDIMs for The Roundhill Academy will be:

Equality Objective 1:

To ensure that The Roundhill Academy is compliant with its duties under the Equality Act. EDIMs:

- Specific duties met by required date
- Equality Analysis put in place
- Equality Analysis carried out as part of monitoring and evaluation of data and school improvement and action plans

Equality Objective 2:

To narrow the gaps in achievement between the various groups in The Roundhill Academy. EDIMs:

- Reduce the gender gap in GCSE English results to 3% or less (currently 6%)
- Reduce the gender gap in GCSE maths results to 0% (currently 4%)

Equality Objective 3:

To ensure that The Roundhill Academy is a safe and inclusive environment for all EDIMs:

- Increase the numbers of students who feel safe in The Roundhill Academy to 100%
- Increase the numbers of students who feel that bullying, including homophobic bullying, is tackled effectively to 100%
- Increase the numbers of parents who feel that their child is safe at The Roundhill Academy to 100%
- Increase the numbers of parents who feel that bullying, including homophobic bullying, is tackled effectively to 100%
- Ensure that all staff feel included in all aspects of school life
- Reduce fixed term exclusions by 25%
- Reduce the number of permanent exclusions to zero
- Ensure that any students or staff who consider that they are LGBT are able to comfortably learn and work in the school environment without fear of harassment

Equality Objective 4

To continue to ensure that the diversity of the workforce and management profile of The Roundhill Academy reflects the learner population and society as a whole. EDIMs:

- Continue to ensure that all Academy recruitment procedures are followed (these are in line with Bradgate Education Partnership)

**Reviewed September 2017
James Tickle**