

**THE EAST STAFFORDSHIRE & TAMWORTH PRUs FEDERATION**

# EQUALITY OBJECTIVES 2022-2026

**To Empower learners to become successful**

The Equality Act came into force from October 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination. There are two kinds of duty that schools must meet the general which is the Public Sector Equality Duty (PSED) and the specific.

There are two specific duties. These are that schools should:

- **Publish information which shows compliance with the PSED**
- **Publish at least one equality objective**

The specific duties are meant to help schools and public bodies fulfil their obligations under the general duty

By 6 April 2012 the specific duties require schools to have published information showing compliance with the public sector equality duty, plus also at least one equality objective.

This published information will need to be updated annually and objectives published every four years.

**Kettlebrook Short Stay School (KSSS) and Burton Pupil Referral Unit (BPRU) aims are to reduce and challenge inequalities – as they may arise – as students arrive to either setting at anytime.**

Our school's equality objectives for 2022 to 2026, have been reviewed by our Management Committee. They are:

## **Equality Objective 1: To improve aspirations and achievements of ALL OUR STUDENTS at KS 4 to prevent them from becoming NEET.**

**Outcomes**

**Measured by**

<ul style="list-style-type: none"> <li>• All Yr 11 students to have Entrust IAG Careers from January – August of Yr11 AND Sept of Post 16.</li> </ul>	<ul style="list-style-type: none"> <li>• Destination data.</li> </ul>
<ul style="list-style-type: none"> <li>• All KS 4 students to have access to a suitable Individual Learning Plan that is qualification based and planned towards the individual's POST 16 aspirations.</li> </ul>	<ul style="list-style-type: none"> <li>• Quality T&amp;L; ILP; acceptance onto POST 16 course of choice.</li> </ul>
<ul style="list-style-type: none"> <li>• KS 4 students to have had some Work</li> </ul>	<ul style="list-style-type: none"> <li>• Up date data of WEX placements;</li> </ul>

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<p>Experience to explore the world of work and aspire to a particular career area(s).</p> <ul style="list-style-type: none"> <li>KS 4 students to have had some careers presentations from different industries.</li> </ul>	<p>WEX references; WEX coordinator reviews.</p> <ul style="list-style-type: none"> <li>Various careers to come into school to discuss their industry, qualifications, roles etc</li> </ul>

### Equality Objective 2: To enable students to access quality English and Maths learning programmes in KSSS & BPRU. To leave at the end of Yr11 with qualifications.

#### Outcomes

#### Measured by

<ul style="list-style-type: none"> <li>KS 4 students to be entered for GCSE English and Maths and or Functional Skills in Literacy and Numeracy.</li> </ul>	<ul style="list-style-type: none"> <li>Exam results – students pass each entered qualification.</li> </ul>
<ul style="list-style-type: none"> <li>KS3 students to follow English and Maths programmes and when ready to be entered for Functional Skills exams in Literacy and Numeracy.</li> </ul>	<ul style="list-style-type: none"> <li>Exam results – students pass each entered qualification.</li> <li>Learning walk observations; book scrutiny and data triangulation analysis; student feedback.</li> </ul>
<ul style="list-style-type: none"> <li>Using a standard reading test eg Lexplore, to assess on entry reading abilities and encourage students to read independently each week.</li> </ul>	<ul style="list-style-type: none"> <li>Reading test data.</li> <li>Weekly independent reading across all subjects.</li> </ul>

### Equality Objective 3: For each student to have had the opportunities to complete our Charter per academic year (WEX KS 4 students only).

THE OFFER	THE EXPECTED OUTCOME	ACHIEVED
Have a personalised learning programme.	Have a timetable of learning opportunities that will help you follow your dream career.	
Make Outstanding academic progress.	Enjoy learning and achieving, gaining qualifications to move onto the next step in your learning journey.	
Be in a safe, caring, supportive and aspiring environment.	<b>WELCOME TO OUR SCHOOL:</b> KSSS: Stepping Forward Together – Caring, Sharing & Aspiring <b>Or</b> BPRU: Building Positivity, Resilience & Understanding	
Be rewarded for being a successful learner.	Positive praise; Certificates of achievement; phone calls home; presentation awards....	
Improve your school	Want to be in our school and learn new things; refine existing	

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attendance.	skills; explore – investigate – review.	
Be apart of an audience to watch live drama.	Go to the Theatre to watch a play; watch the school performances – panto or plays!	
Improve your personal safety by learning about e-safety; drugs; alcohol; child sexual exploitation; extremism etc.	Through PSHE; daily assemblies; PSCO & Police visits; T3 workers; tutor group discussions..... Trying to make you know how to be safe and not take unnecessary risks during your life.	
Help to raise funds for different charities & learn about the impact the money will have.	NSPCC; Water aid; Cancer awareness; Macmillan Nurses; Headway; St Giles.....	
Take part in extra-curricular activities and varied enrichment activities.	Book club; Film club; Drama club; Craft & design; Art & design; Sports; Board games; Build a bike; speed walking; Zoo lab; visiting areas of culture & interest; .....	
Take part in Outdoor Adventurous Activities.	Road running; Orienteering; Mountain biking; Canoeing; Rock Climbing & Abseiling; Archery; Hill walking.....	
YR 10 & 11 Students only: to have a Work Experience Placement.	Experience the world of work in your chosen area of industry and learn life-long skills. Have a reference to get into College / University / a job.	