



Public Sector Equality Duty

Our vision is 'Learning for Life for Every Child' which means that equality is at the heart of all that we do and strive to achieve at Windmill. This vision is supported by our Curriculum Drivers and our Values which create a culture of equality.

The PSED states that, 'In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need..' of the following. Beneath each statement are details about how we ensure we meet these requirements:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.

To ensure that there is no discrimination for staff, children or anyone in the Windmill community we have a number of policies in place which are communicated, evaluated and updated regularly. Members of the Senior Leadership Team and the Academy Advisory Board are responsible for this process. Policies include Special Educational Needs & Disabilities Policy, Admissions Policy, Safer Recruitment Policy, Local Offer 2017, Inclusion Policy, Anti-Bullying Policy.

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

1. Remove or minimise disadvantages. Regular evaluation of progress and attainment of all groups enables us to set objectives that advance equality of opportunity so that no child is disadvantaged. We also conduct a Disability Access Audit and respond to any actions identified.
2. Take steps to meet different needs. Our Special Educational Needs & Disabilities Policy and Inclusion Policy along with Phase and Class Action Plans and Pupil Progress meetings ensure that the needs of children as individuals are a priority for all staff and that all children have the opportunity to achieve their full potential.
3. Encourage participation when it is disproportionately low. Regular analysis of attendance at after school clubs and directed use of Pupil Premium funding where appropriate aims for fair participation by all.

3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The ethos of our school is built around our Values; key values of Respect, Compassion and Unity ensure we promote equality in all that we do.

Quality Objectives

Through regular evaluation across the school we set objectives to advance equality of opportunity. Our current objectives are as follows:-

Objective 1

To reduce the gap in attainment in Reading between boys and girls, resulting in boys' attainment varying no more than 8% from girls' attainment in all year groups by the end of the academic year 2017/18.

Objective 2

To achieve the EQuality Award by the end of the academic year 2017/18.

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Educational Excellence