



# South Newcastle Federation Public Sector Equality Duty



South Newcastle Federation is bound by the public sector equality duty. The duty is a fundamental part of our strategic plan to advance equality of all stakeholders within the school community.

## The South Newcastle Federation supports the public sector equality duty to:

- eliminate discrimination, harassment, victimisation and any other conduct that is deemed to be unacceptable
- advance equality of opportunity for vulnerable and disabled groups
- foster good relations between all members of the school community

We will:

- publish information which shows compliance with the PSED and
- publish at least one equality objective on our website

At South Newcastle Federation we have **due regard to the need to eliminate unlawful discrimination, to advance equality of opportunity and foster good relations** for pupils, staff and others using school facilities.

We will achieve this through:

- Improving access to all our buildings for disabled students
- secure and maintain excellent teaching, learning and assessment for all pupils
- 'narrowing the gaps' in achievement between different groups and towards national standards
- ensure pupils are free from bullying in all its manifestations including all types of prejudice-based bullying
- deal with unacceptable behaviour and disruptions to learning
- building cohesive school communities where all pupils can thrive
- promoting pupils' spiritual, moral, social and cultural development

## Focus for 2013-2014

<b>“Narrowing the gap” in achievement between different sub groups</b>				
To look at 2011-2012 data and identify underperforming groups and to put in place strategies to narrow the achievement gap.	<b>Clayton Hall Business and Language College</b> Disadvantaged pupils in English and Maths at KS4 perform at 11% below the school average regarding their progress. The % of students who are classed as disadvantaged in English make 14% less progress than the rest of the year and 5% less progress in Maths. Positive action here should reduce the Value Added gap of 991.1 to 1006.7 or 14.4 (National Average = 1000).	JM	January 2014	Annually by Executive Headteacher
	<b>NCHS – The Science College</b> Disadvantaged pupils in English & Maths at KS4 perform at 13% below the school average regarding their progress. The % of students who are classed as disadvantaged in English make 22% less progress than the rest of the year in English and 18% less in Maths. Positive action here should reduce the Value Added gap of 950.0 to 982.0 or 32.0 (National Average – 1000).	JAD	January 2014	Annually by Executive Headteacher