

EQUALITY OBJECTIVES AND PLAN, January 2024 Evaluation

Objective and Protected Group	How we will meet this objective	Timeframe	Lead staff	Progress
<p>OBJECTIVE 1</p> <p>Disability</p> <p>Ensure that pupils who are on the SEND register, particularly those with a physical or learning disability, make progress inline with national and the in-school gap between SEND and non-SEND is diminished.</p> <p>Ensure that pupils who are on the SEND register, particularly those with a physical or learning disability participate in co-curricular activities to the same level as non-SEND pupils</p>	<p>SEND training for staff</p> <p>Development of quality first wave one teaching</p> <p>Effective deployment of SEND and TA resources</p> <p>Work with subject leads and achievement lead</p> <p>Work with individual pupils to support them to participate and attend</p> <p>Provide funding and specialist support where available</p>	<p>January 2024</p> <p>January 2024</p>	<p>SENDCO</p> <p>SENDCO</p>	<p>Complete. Data from 2022 and 2023 national examinations shows improvements in progress of SEND cohorts. The in-school gap is diminishing, although against national other there is more improvement needed. Predictions for current Y11 indicate this is on track. Attendance of SEND groups is significantly above the national averages both in weekly and cumulative data and in terms of overall absence and persistent absence.</p> <p>Update of extra-curricular activities has increased for all pupils. Carry this objective forward.</p>
<p>OBJECTIVE 2</p> <p>All</p>				<p>Complete. A number of activities and events have</p>

<p>Increase understanding across the school community of the experience and heritage of global majority pupils;</p> <p>ensure school systems address incidents of hate speech effectively and that these reduce;</p> <p>ensure that the curriculum, particularly in PSHE, is reviewed regularly to support these aims and address language, attitudes and behaviour;</p> <p>review exclusions to ensure that disadvantaged groups, are not disproportionately affected.</p>	<p>Programme of assemblies, events and inputs</p> <p>Establish an alumni group</p> <p>Regular curriculum review and development</p> <p>Monitoring of behaviour data and actions taken</p> <p>Review and development of PSHE curriculum</p> <p>Monitoring of exclusions by AHT and Governors</p>	<p>January 2024</p> <p>January 2024</p> <p>January 2024</p> <p>January 2024</p> <p>January 2024</p> <p>January 2024</p>	<p>Rob Jordan, AAHT</p> <p>Ben Davis, HT</p> <p>Dawn Johnston, SAHT</p> <p>Nick Irwin, AHT</p> <p>Rob Jordan, AAHT</p> <p>Nick Irwin, AHT</p>	<p>taken place. Pupil feedback and voice is positive on this.</p> <p>We continue to monitor incidents of hate speech, although these are infrequent.</p> <p>The PSHE curriculum has been reviewed.</p> <p>Exclusions and suspensions are reviewed weekly and half-termly by governors. They have reduced for all groups, but further reduction remains an aim.</p>
<p>OBJECTIVE 3</p> <p>All</p> <p>Undertake an analysis of recruitment and pay data and trends with regard to race, gender and disability by July 2022, and report on this to the staffing and pay sub-committee of the governing board.</p>	<p>Complete analysis of data</p> <p>Add to GB committee agenda</p> <p>Discuss at SLT</p>	<p>January 2024</p>	<p>Nicola Johnson, BM</p>	<p>Complete. For certain roles we have engaged a recruitment specialist to ensure that strategies are appropriate and effective.</p>

Adjust recruitment and pay strategies accordingly.	Review and adjust strategies	January 2024		
<p>OBJECTIVE 4</p> <p>All</p> <p>Create a Diversity, Equity and Inclusion charter as part of our Rights Respecting School Silver work and ensure that DEI is understood across the school community.</p> <p>Provide staff training, and pupil awareness raising</p>	<p>Establish a steering group for DEI comprising staff, pupils, governors, alumni and others</p> <p>Draft and consult on a charter</p> <p>Schedule training events, including online training</p>	<p>January 2024</p> <p>January 2024</p> <p>January 2024</p>	Rob Jordan, AHT	Partially Complete. The Year 11 Leadership team is currently working on this for implementation during the Spring term.