

## EQUALITY OBJECTIVES AND PLAN, September 2023 - updated

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>OBJECTIVE 2</p> <p>All</p> <p>Increase understanding across the school community of the experience and heritage of</p>	<p>Programme of assemblies, events and inputs</p> <p>Establish an alumni group</p>	<p>January 2024</p> <p>January 2024</p>	<p>Rob Jordan, AAHT</p> <p>Ben Davis, HT</p>	

<p>global majority pupils; ensure school systems address incidents of hate speech effectively and that these reduce;</p> <p>ensure that the curriculum, particularly in PSICHE, 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>Regular curriculum review and development</p> <p>Monitoring of behaviour data and actions taken</p> <p>Review and development of PSHCE 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>Dawn Johnston, SAHT</p> <p>Nick Irwin, AHT</p> <p>Rob Jordan, AAHT</p> <p>Nick Irwin, AHT</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>Adjust recruitment and pay strategies accordingly.</p>	<p>Complete analysis of data</p> <p>Add to GB committee agenda</p> <p>Discuss at SLT</p> <p>Review and adjust strategies</p>	<p>January 2024</p> <p>January 2024</p>	<p>Nicola Johnson, BM</p>	

<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>	<p>Rob Jordan, AHT</p>	
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