

EQUALITY OF OPPORTUNITY OBJECTIVES 2017-2018

Please also see the most recent version of the school's 'Equality of Opportunity Policy' (April 2017)

Area	Action Taken	What needs to be done?	Staff responsible	Review July 2018
Whole-school policy	<ul style="list-style-type: none"> Done and in place – updated April 2017 	<ul style="list-style-type: none"> Monitor any new legislation and update policy accordingly 	SG	Review and encompass relevant updates
Develop other policies to address issues of diversity and equality	<ul style="list-style-type: none"> Review of 'Anti-Bullying and Discrimination Policy' Involved students in this work A number of areas addressed e.g. PE changing 	<ul style="list-style-type: none"> Incorporate all student suggestions New policy to go to Governors by end of autumn term 2017-18 	SG	
Embedding equality across the school in the curriculum and its ethos	<ul style="list-style-type: none"> 'Themes of the week' in place to promote diversity and equality Whole-school assemblies Delivery of specialist talks to students and events (e.g. Holocaust remembrance and LGBTQ+ speakers) Many curriculum areas cover diversity and equality themes – RE/PHSCE/ history/geography/English Surveys amongst staff on LGBTQ+ issues Liaison with key agencies, e.g. the 'Proud Trust' 	<ul style="list-style-type: none"> Further work in the curriculum to promote equality and diversity More whole-school events and assemblies Train staff (7) in dealing with LGBTQ+ issues (November 2017) Achieve 'Rainbow Flag' award Further work with other agencies to promote diversity and equality Develop more provisions such as the 'LGBTQ+' drop-ins (in place) Displays around school to promote diversity and equality 	SG/BF/KH/SCLs/HPMs	
Improve provision for SEND students	<ul style="list-style-type: none"> Re-structure of the Learning Support Department to focus resources more efficiently New positions created to address the needs of students, e.g. 'SEND Family Support Worker' Focus on 'high quality teaching' through staff training and addressing the needs of students in lessons New, more effective, IEPs implemented New specialist ASC resource ('Green Room') TAs deployed more in departments 	<ul style="list-style-type: none"> Review of provision and re-structure autumn term 2017-18 Further staff training on meeting the needs of SEND students 'Climate for Learning' walk to identify further improvements in the fabric of the department 	SG/DV	

Area	Action Taken	What needs to be done?	Staff responsible	Review July 2018
Improve outcomes for 'disadvantaged' groups	<ul style="list-style-type: none"> • This has been a key focus over the past few years • Results for PP students and those with SEND, were good overall in 2017 (see main school documents and SIP) • Bespoke timetables and 1-2-1 tuition to support students • Appropriate alternative provision, including use of a specialist unit, for a small number of students • Support in school for those students with exam-related anxiety, e.g. small rooms • Careful financial management of resources for students with specific funding to maximise outcomes 	<ul style="list-style-type: none"> • Continue to develop provision in this area and investigate further support packages to do this • Improve the persistent absence rate amongst students in receipt of Pupil Premium funding 	BF/SG/MG/ME SCLs/HPMs/ DV	
Improve the site facilities for students with disabilities and mobility issues	<ul style="list-style-type: none"> • Improved access to buildings for those with disabilities • Timetable modifications to support students 	<ul style="list-style-type: none"> • Continue to develop this area • Ensure new building scheme embraces these sentiments • Investigate re-introduction of one-way system in buildings 	SLT/site team	
Support for students during pregnancy and child birth	<ul style="list-style-type: none"> • Early entry for examinations in English and maths (done summer 2017) • Bespoke timetable • 1-2-1 tuition • Involvement of alternative provision as necessary 	<ul style="list-style-type: none"> • Continue to monitor student and put things into place as necessary 	DD/ME/SG	
Promotion of diversity and equality amongst staff	<ul style="list-style-type: none"> • An 'open culture' promoted • Well-Being Co-ordinator's role amended to encompass staff, as well as students • Extra member of 'Well-Being Team' appointed to facilitate this work • Events to promote staff cohesion and remove barriers 	<ul style="list-style-type: none"> • Further work in this area • Update relevant policies (e.g. 'Conduct') 	SLT/KH	

While some of the 'Area' categories above deal with particular 'protected characteristics', others promote equality amongst various groups