



# Equality Objectives and Review

September 2020

## Equality Objectives taken from Equality Policy July 2020

Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures

Offer appropriate qualifications in English for pupils in all vulnerable groups

Implement effective strategies to support pupils in all vulnerable groups following linear exam courses

Maintain and improve the quality of support for pupils in all vulnerable groups in the classroom

Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning. With special investigation taking place regarding the use of technology in modern foreign languages, internal exams and group work

## Equality Objectives Review from September 2018/19 Policy

Objective	Lead	Update September 2020
To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools	DHT/Head	<ul style="list-style-type: none"> <li>• Performance is monitored throughout the year by teachers. Teachers record progress via data-drops 4 times a year.</li> <li>• The data drop includes data on cognitive ability, broad areas of need (BANS) and reading age.</li> <li>• Individual targets are set for each student in each subject using this data and our knowledge of the student to ensure that targets are realistic yet challenging</li> </ul>
To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role	ELT	<ul style="list-style-type: none"> <li>• Professional Development for all staff on STEPS (a therapeutic approach to behaviour management)</li> <li>• Staff have the opportunity for Elklan training to support those with speech, language and communication needs</li> </ul>
To provide an environment that welcomes, protects and respects diverse people	SBM/Head	<ul style="list-style-type: none"> <li>• Multi-cultural role models regularly visit the school from new Heads of Houses to guest speakers and representatives from industry during careers days</li> </ul>
To ensure that all students are given the opportunity to make a positive contribution to the life of the School with particular reference to leadership roles	DHT	<p>Students have the opportunity to:</p> <ul style="list-style-type: none"> <li>• Be house captains – helping with the organisation and running of events and assemblies</li> <li>• Be on the school council</li> <li>• Be a Sports Leader in years 10 &amp; 11 – visiting primary schools to deliver coaching and organising competitions</li> </ul>
To address cultural events through year assemblies to increase student awareness and understanding of issues in different communities	DHT	<ul style="list-style-type: none"> <li>• Cultural events from around the world are included in the Assembly Rota which allocated staff reference in their assembly or which forms the basis of the assembly theme</li> </ul>