

Equality Objectives – 2018 – 2020

Objectives	Lead	Success Criteria	Evidence taken from	End of Year Judgement
To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, and key stages, trends over time and comparisons with other schools	JAC	Gaps in key performance indicators are close to the NA or diminishing: <ul style="list-style-type: none"> P8 (NA Other 0.11; AB DA -0.19; Gap -0.3) A8 (NA Other 49.51; AB DA 34.8; Gap -14.71) 5+E&M NA Other 49% AB DA 18% Gap -31% 4+ E&M NA Other 71% AB DA 38% Gap -33% SEN <ul style="list-style-type: none"> KS3 students progress as well as other students within their thresholds. KS4 Progress 8 for SEN students is in line with National All students. 2016 NA Other P8 = 0.11 	School Improvement Plan half termly tracking and annual evaluation	
To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role	ALS	Staff evaluations of training and briefings demonstrate impact	Blue Sky / Staff Training Records Performance Management	
To provide an environment that welcomes, protects and respects diverse people	JAC	Environment is judged as welcoming Attendance at school events increases, especially for poor attending groups	Parent/carer attendance records (at school events) Parent/carer voice	
To ensure that all students are given the opportunity to make a positive contribution to the life of the school	JDW	PIXL Edge developed and implemented through mentoring (and SoS in Y7) Embed a programme of opportunities to raise aspirations and awareness All Students complete Activities towards Apprentice Award {10 needed for Award}	School Improvement Plan half termly tracking and annual evaluation	