



*We work hard, we are kind, we are PROUD*

## Equality Objectives 2021 – 2025

### What we want to achieve: Challenges

1. To promote understanding of people who are different from us through the curriculum and through intervention, with particular focus on reducing the incidence of the use of discriminatory and offensive language in school.
2. To reduce gaps in attendance for Pupil Premium students
3. To reduce gaps in progress for Pupil Premium students
4. To ensure that our SEND Hub The Arch is fully included in the workings of the whole school.

Challenge	Target	Current status Autumn 2021	Actions	Related Data	Review September 2022	Notes
1	Curriculum, including in RHRE, promotes understanding of people who are different to us	Curriculum in place including tutor reading and literature spine and tutor theme and activity programme	Review curriculum during curriculum review process and ensure representation is appropriate	N/A		

1	Reduce the incidents of the use of discriminatory and offensive language in school.	Sept: Discriminatory/ offensive language events are reported and logged on CPOMS	Sept: All staff training on awareness of language and challenge  December: Relationships policy ratified and rolled out to staff in January  Reporting and recording sharpened to allow picture to be built up and language challenged.			
1	Pride Alliance group develops as a strong positive voice to represent students	Pride alliance is a growing student group who are developing their voice as a group supported by staff	Group to develop to spreading student voice on issues related to LGBTQ+ with support from staff.			
2	To reduce gaps in attendance for Pupil	Attendance gap of 2.5% between	Intervention with PA students particularly to			

	Premium students (SIP priority)	PP and non-PP students. PA of PP 42% compared with non-PP as at 26/11/2021	improve attendance of PP students.			
3	To reduce gaps in progress for Pupil Premium students (SIP priority)	Historic gaps with PP and non-PP students in the P8 value with external exams	Awaiting mock results for details of PP gaps			
4	The Arch	Autumn 1: Growing inclusion and planning for mainstream curriculum integration.  Integration policy being developed for the school	Planning for integration in mainstream lesson and linked logistics are underway			