

Strategic Equality Plan 2017-18

Priority One: Reduce Gaps in attainment between pupils from protected groups

Targets:

1. To build on the improving trend in boys performance at KS4 L2 threshold including **English & Mathematics** to continue to narrow the gap in gender performance in 2018, with particular focus on L2 English where the gap was >20% in 2016 and >12% in 2017
L2I boys 59.3% (62.6% 2016) girls 64.6% (72.2% 2016)
L2 English boys 62.9% (65.6% 2016); girls 75.2% (86.2% 2016)
NB In 2017 changes meant only English Language counted, there was a new specification in maths and numeracy was examined for the first time.
2. To further reduce the gap in KS4 Core Subject Indicator performance, where girls outperformed boys by >10%.2016 > 4% 2017
CSI boys 59.3% (62.6% in 2016) girls 64.6% (72.2% in 2016)
3. Further improve the performance of KS3 boys to reduce the 4.6% 2017 (12.2% in 2016) gap in L6+ English
4. To monitor performance of girls in science where the KS3 L6+ 9.7% gender gap in favour of boys in 2016 was reduced to 1.2% in 2017

Strategically Planned Tasks:	On Track	Lead Person(s) Involved	Time Scale
<ul style="list-style-type: none"> • Continue to monitor performance data for boys and girls across L2 threshold, L1 threshold and CSI performance in 		<p>LB / DW/CL/JK</p> <p>JC/EL</p>	

<p>2018 and carry out focus groups to identify and implement intervention strategies where a need is identified through departmental meetings.</p> <ul style="list-style-type: none"> • Develop the range of literacy and numeracy rich lesson, specifically focussed on improving the performance of boys in at KS4 L2 threshold • Continue to monitor pupils' work and planning to ensure that all genre of writing is taught paying particular attention to genres that appeal to boys in KS4 L2 and KS3. • Extend mentoring programme so that key pupils are mentored. Emphasis will be placed on identifying and supporting borderline or underperforming boys at KS3 and KS4 L2 threshold 		<p>Eng Dept</p> <p>YTLs/JP/ Youth mentor</p> <p>JC/EL</p> <p>JC/EL</p>	<p>ongoing</p> <p>Summer 2018</p> <p>March 2018</p> <p>Summer term 2018</p> <p>ongoing</p>
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<ul style="list-style-type: none"> • Monitor and embed effective lit/num lessons with emphasis on including tasks that are appealing to boys and their learning style. • Ensure that Lit/Num champions continue to cascade good practice throughout department with the aim of aligning performance in Maths, Science, English and CSI between boys and girls and KS4 and KS3 			
Monitoring Commentary (Bullet Points)		Evaluation Commentary (Bullet Points)	

Priority Two: Develop the quality and use of our Equality Information

Targets:

1. To undertake a survey of staff for all protected characteristics
2. To further embed our monitoring of race related incidents to record and report a wider range of bullying including anti-disabled, homophobic and trans phobic, sexist and bullying based on religion or belief.
3. Train governors in Equality Impact Assessment
4. Equality Impact Assess all policies due for review during 2017-18
5. Create a Parent Equality Database
6. Analyse pupil performance data for summer 2018 by reference to pupils with protected characteristics

Strategically Planned Tasks:

- Undertake survey of staff
- Carry out an exercise to update the equality information held on staff for all protected characteristics
- Using the county Identity Based Incident and Bullying Monitoring System continue termly returns to County
- Train Governors in EIA
- Following Governor training Equality Impact Assessment policies due for review

On Track	Lead Person(s) Involved	Time Scale
	JP/YTLs/ Well-being Team	March 2018 March 2018
Done	Governors/lead staff members	March 2018 Jan 2018 March 2018

<ul style="list-style-type: none"> • Create the Parent Equality Monitoring database using data from year 7 blue forms (the entrance forms for this cohort include equality data) • Collect and analyse pupil performance data for 2018 by reference to protected characteristics 		LB	July/Sept 2018
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Monitoring Commentary (Bullet Points)	Evaluation Commentary (Bullet Points)
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Priority Three: Teach and train pupils, staff and governors

Targets:

- Staff and governors are aware of their statutory obligations under the Equality Act
- Staff and governor training combines basic training for all staff with specialist training for selected staff dependant on priorities and emerging equality issues or trends
- The curriculum in all year groups evidences planned teaching of equality and diversity across a range of subjects, covering all protected characteristics

Strategically Planned Tasks:

In History

- Pupils in Year 8 will study Transatlantic Slave Trade
- Pupils in Year 9 will study Crime and Punishment from c.1500-2000
- Pupils in Year 10 will study Nazi Germany, c.1919-39; Depression, War and Recovery in Wales and England c.1930-51
- GCSE Coursework: not fixed yet but likely to be

On Track

Lead Person(s) Involved

HoD (Hist)

Time Scale

Academic Year 17-18

<p>about Civil Rights protests in USA in the mid 20th century</p> <ul style="list-style-type: none"> • Pupils in Year 12 will study Soviet Bolshevism, Italian Fascism, Nazi Germany • Pupils in Year 13 will study Civil Rights in USA c.1890-1990 <p>In RE</p> <ul style="list-style-type: none"> • Pupils in Key Stage 3 will explore heresy and religious change • Pupils in Year 8 Islamaphobia and the real meaning of Jihad • Pupils in Year 9 will specifically focus on prejudice and discrimination. <p>Pupils in Year 10 & 11 will study relationships, focusing on heterosexual and same-sex relationships and debate same-sex marriage with reference to the Same Sex Marriage Act and full equality under the law.</p>		<p>HoD (RE)</p>	<p>Academic Year 17-18</p>
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<p>tolerance and prejudice.</p> <ul style="list-style-type: none"> • Pupils in Year 10 & 11 study prejudice through texts such as Of Mice and Men, An Inspector Calls • Pupils consider forced marriage in Romeo and Juliet • Many of non-fiction texts from old papers and resources cover so many topics. Sexism, relationships, ageism etc. <p>In General Equal sports opportunities will be provided e.g. girls rugby and football; opportunities for pupils with disabilities. Engage with the charity Show Racism the Red Card to offer workshops to pupils. An assembly will be arranged to mark White Ribbon Day to raise awareness of domestic abuse and challenge stereotypes. Develop support for LGBT through establishing a Gay Straight Alliance Group in</p>		<p>PE staff</p> <p>Assembly</p> <p>S Durrani</p>	<p>Academic Year 17-18</p>
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<p>school Assemblies to mark Holocaust Memorial Day for all year groups. Pursue recognition as a School of Sanctuary Mark United Nations Day to celebrate people of different races and nationalities working together for the common good; and to promote human rights and equality for people across all protected characteristics. Pupils to look at their own rights through the UN Convention on the Rights of the Child. Mark European Day of Languages to celebrate linguistic diversity and give recognition to EAL pupils and their families. Celebrate cultural festivals including St David's Day, Eid, Diwali, Hannuka and Chinese New Year.</p> <p><u>Training</u> Training on Equality Act 2010 for staff and Governors</p> <ul style="list-style-type: none"> • Untethered to provide Equality Impact Assessment half day 	<p>EIA training done Autumn 2017 for SLT, Jan 2018 for Governors</p>	<p>I Beck</p> <p>EAL team</p> <p>Assembly</p> <p>Mrs J Pearce/Equality Link Governor</p>	
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<p>training for SLT and selected Governors</p> <ul style="list-style-type: none">• Head teacher to procure equality coaching and mentoring service to further develop equality policy and procedures across the school in line with statutory duties in the Equality Act		<p>Mrs S Parry</p>	
<p>Monitoring Commentary (Bullet Points)</p>		<p>Evaluation Commentary (Bullet Points)</p>	