



# Equality Objectives and Review

November 2022

## Equality Objectives taken from Equality Policy November 2022

Ensure that the school is aware of, and participates in, relevant awareness days, such as Black History Month, World Disability Day, Transgender Day of Remembrance, Pride, and International Women's Day.

Promoting equality of opportunity within the wider society.

Focus on staff specialisms in relation to equality, for example, a focus on homophobic/LGBTQ bullying to address a planned approach towards inclusion.

Providing a variety of educational and residential visits that expose pupils to a wide range of cultural experiences.

Discussing equality issues as an agenda item for the school council.

## Equality Objectives Review from September 2021 Policy

Objective	Lead	Update November 2022
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	DHT/Head	<ul style="list-style-type: none"> <li>Changes are monitored throughout the year by teachers. Teachers record progress via data-drops 4 times a year.</li> <li>Senior leaders conduct a book scrutiny throughout the year to assess the knowledge and progress of the pupils.</li> <li>Individual targets are set for each student in each subject using this monitoring and changes to the curriculum including individual learning programmes are implemented.</li> </ul>
Offer appropriate qualifications in English for pupils in all vulnerable groups	ELT	<ul style="list-style-type: none"> <li>Pupils have been given the opportunity to undertake alternative qualifications other than GCSE in Entry Level and Functional Skills exams in English.</li> </ul>
Implement effective strategies to support pupils in all vulnerable groups following linear exam courses	SBM/Head	<ul style="list-style-type: none"> <li>Pupils have been given 1-1 adult support, targeted interventions and extra time in exams to support them.</li> <li>Homework club with a qualified teacher three lunchtimes each week has given extra support where required.</li> </ul>
Maintain and improve the quality of support for pupils in all vulnerable groups in the classroom	DHT	<ul style="list-style-type: none"> <li>Extra Teaching Assistants have been employed to provide further support for pupils in the classroom.</li> <li>These Teaching Assistants have received training in Deaf Awareness to further support pupils effectively.</li> </ul>
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	DHT	<ul style="list-style-type: none"> <li>Teachers have provided 1-1 support where identified using new Century Tech technology to support pupils with class work.</li> <li>UniFrog has been developed to support all secondary pupils with career advice and character building.</li> <li>Internal exams have used computer based reading tests and 'CATS' are administered for all new pupils.</li> <li>Modern Foreign Languages use of Kahoot and Blockit and interactive whiteboard technology.</li> </ul>