



# Equality Objectives and Review

December 2023

## Equality Objectives taken from Equality Policy December 2023

Use key data, such as measures of wellbeing, to monitor the progress of students with protected characteristics.

To ensure that any LAC (Looked After Children) are duly considered and addressed and that their education and development needs are fully met.

Staff will ensure that all students are able to take part in extra-curricular activities and residential visits and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protective characteristic.

Provide staff with up-to-date information on the terms, concepts and current understandings relating to each of the protected characteristics.

Ensuring as far as possible, that our governing board and staff reflect the full diversity of our local community.

## Equality Objectives Review from September 2021 Policy

Objective	Lead	Update November 2022
<p>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.</p>	<p>DHT</p>	<ul style="list-style-type: none"> <li>• Assemblies are planned and delivered throughout the year to represent Black History Month, World Disability Day, Pride and International Women’s Day. Library displays and associated books for those awareness days are also on display and promoted throughout the school.</li> <li>• A transgender student within the school requested to deliver their own assembly to KS4 students to discuss transgender issues and answer any questions their peers had. A request by this student to be now known by their new preferred name and why was also discussed in the assembly.</li> <li>• Pride Week was celebrated within school with staff and students wearing badges to generate discussions with students. They also participated in writing affirmations of acceptance in English to celebrate the diversity within our school and the wider community.</li> <li>• The entire school community took part in a National Schools Live Remembrance assembly with over 3000 schools in the UK involved organised by the British Legion. Two of our students had their Remembrance artwork shown.</li> </ul>
<p>Promoting equality of opportunity within the wider society.</p>	<p>SLT</p>	<ul style="list-style-type: none"> <li>• Students from our Student Voice group have had the opportunity to deliver a Deaf awareness assembly to a primary school to discuss their deafness, surrounding issues and hearing equipment. This has now be offered to other primary schools in the local area and to other students within the school other than the Student Voice, to give them the opportunity to discuss their deafness with the wider society.</li> <li>• PSHCE lessons throughout the school further promote equality and inclusion.</li> </ul>

<p>Focus on staff specialisms in relation to equality, for example, a focus on homophobic/LGBTQ bullying to address a planned approach towards inclusion.</p>	<p>DHT/Head</p>	<ul style="list-style-type: none"> <li>• A staff member of the Mental Health Team has undertaken the role of a LGBTQ+ focus.</li> <li>• PSHCE lessons include the focus of LGBTQ+ and staff teaching that subject plan a suitable approach to the lesson that focuses on inclusion and equality.</li> <li>• We now have a dedicated area on CPOMS to accurately record and monitor cases of specific homophobic issues and incidents related to this area.</li> <li>• We have added a new IT focus to our curriculum and students now use their enrichment time to work on this using the iDEA programme. Staff have planned this into their curriculum planning to allow students the opportunity to work through areas of the programme and address and understand the need for inclusion for all groups of society.</li> </ul>
<p>Providing a variety of educational and residential visits that expose pupils to a wide range of cultural experiences.</p>	<p>SLT</p>	<ul style="list-style-type: none"> <li>• Students in years 5-9 have had the opportunity to participate in the annual PGL residential visit. All our primary students took part and most of KS3. This resulted in excellent team building skills and an exposure to experiences outside of the school environment.</li> <li>• Several RE visits have taken place this year especially to places of worship including the Gurdwara in Hitchin, the Mandir in Neasden, the local Welwyn Synagogue and St John's Church in Digswell where students had the opportunity to learn about features of those places and to take part in religious ceremonies. Students have used these visits to consolidate their learning and understanding of Sikhism, Hinduism, Judaism and the Christian faith.</li> <li>• Year 11 students had the opportunity to visit Thorpe Park as their end of school trip which gave them the opportunity to socialise with each other and experience a closure to their school life. This will now form part of the year 11 end of exams and school life period for all future students.</li> </ul>

<p>Discussing equality issues as an agenda item for the school council.</p>	<p>DHT</p>	<ul style="list-style-type: none"><li>• School Council has now changed its name to Student Voice but still comprises of form representatives who make up its members.</li><li>• The Student Voice team regularly discuss equality in the group, specifically surrounding uniform and the need for gender neutral items.</li><li>• Equality issues were also raised around the naming of 'Head Girl' and 'Head Boy' and this has now been amended to Head Student and Deputy Head Student to recognise the gender related titles as being outdated.</li><li>• These meetings aim to be balanced and delivered in ways that prevent discrimination and ensure equality, diversity and acceptance between students and their peers.</li></ul>
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