

**EQUALITY OBJECTIVES  
1 JULY 2020 TO 30 JUNE 2024**

*Progress reports at as 31 August 2020 in italics (including from previous 4-year periods in plain text)*

<b>Objective 1</b>	Access to school buildings will be improved for those with physical disabilities.
<b>Specific</b>	This objective will improve access to those with disabilities.
<b>Measurable</b>	Additional access can be measured. New cookery classroom and reception block both have ramp access. New classroom building has level access and a lift. Ramps to new Reception and temporary laboratories. Plans for new laboratories etc include level access/lifts
<b>Attainable</b>	Although the access to some buildings cannot be improved due to listing or financial restrictions, improved access can be planned for new builds including lifts for new multi-story buildings.
<b>Relevant</b>	Governors have committed to this objective because it will improve access to physically disabled pupils, parents/guardians and staff.
<b>Time-bound</b>	Progress will be reviewed annually and at the end of the four year period when the objective will be reviewed and, if appropriate, renewed.
<b>Objective 2</b>	To foster good relations further between different races within the school.
<b>Specific</b>	This objective will improve relations between different races within the School.
<b>Measurable</b>	Measured by the number of racial incidents logged. 2011/12: 3. 2012/13: 3. 2013/14:0. 2014/15: 1, 2015/16: 2, 2016/17 4. 2017/18: 3, 2018/19: 11 2019/2020: 8 (note that the count before 2018/19 was only those which resulted in exclusions. From 2018/19 all were counted).
<b>Attainable</b>	Children have a propensity to bully minorities and this can be reduced by: example, PHSE studies, Christian values and, as a last resort, discipline and punishment.

<b>Relevant</b>	Governors feel that there is excellent race relations within the school but have committed to this objective because the occasional racial incident logged indicates there can be improvement.
<b>Time-bound</b>	Progress will be reviewed annually and at the end of the four year period when the objective will be reviewed and, if appropriate, renewed.
<b>Objective 3</b>	To increase the number of pupils attending the school of the required academic standard coming from the lowest socio-economic groups.
<b>Specific</b>	This objective will improve access to those disadvantaged financially.
<b>Measurable</b>	Measured by the number in school entitled to free school meals. 2012/13: 7. 2013/14: 8, 2014/15: 8, 2015/16: 11. 2016/17: 12. 2017/18: 15, 2018/19: 18. 2019/20: 21
<b>Attainable</b>	Attainable by liaison with relevant primary school heads and Key Stage 2 booster classes which are free or subsidised to those in deprived circumstances should increase application for places from this group. The 11+ provider was changed in 2015 in order that an exam could be set that was not 'coachable' and therefore would improve access to this group.
<b>Relevant</b>	Governors have committed to this objective because they wish the School to serve all the community in providing excellent education for children of suitable ability.
<b>Time-bound</b>	Progress will be reviewed annually and at the end of the four year period when the objective will be reviewed and, if appropriate, renewed.
<b>Objective 4</b>	To plan for a positive transition from a single sex school to a co-ed sixth form with the needs of all pupils met appropriately.
<b>Specific</b>	This objective will improve the understanding by all pupils of the importance of equality and respect, including the protected characteristics of gender, sexual orientation and gender reassignment. It will require the provision of a curriculum and extra-curriculum that is inclusive and supportive of all pupils regardless of gender and sexual orientation. It will require the provision of facilities such as

	toilets and changing-rooms that allow for the needs of all pupils to be met.
<b>Measurable</b>	<p>Measured by feedback from pupils and staff; by a record of number of sexual discriminatory incidents and by the results of a review the KS3-5 pastoral programme to ensure gender and sexual orientation equality.</p> <p><i>2019/20: 0</i></p>
<b>Attainable</b>	<p>Attained by:</p> <p>A review PSHE programme in line with DfE statutory guidance on LGBT.</p> <p>Provision of staff training to deal with any sexist, homophobic or other discriminatory attitudes and to support LGBT pupils.</p> <p>A zero tolerance policy on any form of discrimination or harassment with disciplinary action taken if necessary in accordance with the Behaviour and Discipline Policy.</p> <p>Assemblies and guest speakers to reinforce the inclusive ethos.</p> <p>Internet monitoring to identify unacceptable language and images.</p> <p>A review of the prefect system to remove any gender bias.</p>
<b>Relevant</b>	Governors have agreed this objective because of the move to a co-educational sixth form while taking account of the requirements of Equality Act 2010.
<b>Time-bound</b>	Progress will be reviewed annually and at the end of the four year period when the objective will be reviewed and, if appropriate, renewed.