

Review of Equality Objectives – July 2024

OBJECTIVE 1 The school has leadership roles and a strong extra-curricular programme but more work needs to target SEND pupils who don't always put themselves forward for these roles as much as non-SEND pupils. We will further enhance the equality of opportunity for pupils with protected characteristics to access the wider curriculum, being proactive in supporting them in applying for pupil leadership roles and extra-curricular clubs.

Our equality objectives form a key part of our school development planning and is regularly reviewed throughout the academic year. Progress has been made in the following key areas in relation to Objective 1:

- Leadership Roles and Extra-Curricular for SEND show positive data trends in terms of participation over the academic year.
- Further opportunities have been added for extra-curricular that target key groups such as SEND to ensure a wide variety of offerings and bespoke inclusivity for key pupils. (Lego Club - building on from Lego therapy intervention etc.)
- Pupil voice has enabled staff to target and explore talents, interest and hobbies and therefore endeavour to create broad and inclusive environments where all pupils can explore different avenues of leadership roles and extra-curricular opportunities.
- Pupil leadership representation for SEND is in line or goes beyond whole school trends for pupils actively participating in Leadership teams. For example: Eco representatives, Prefects, Anti-Bullying Ambassadors and Ally Ambassadors.
- Pupil Percentages for SEND show Duke of Edinburgh and CCF representatives are in line with whole school trends.

These opportunities have had a positive impact on school culture, pupils' personal growth, confidence and overall development. Further development is still required to continue to increase opportunities and participation in Extra-Curricular activities for all pupils, with a continued targeted focus on SEND pupils.

OBJECTIVE 2: The PSHE and Personal Development curriculum currently covers all statutory requirements and covers a broad range of age-appropriate topics. Building in opportunities for exploring the experiences of people with the full range of protected characteristics would further foster good relations. Therefore, we will ensure that all departments contribute to the promotion of equality by celebrating key national events such as LGBTQ+ Pride month, Black History Month, International Women's Day and at least one subject specific celebration highlighting the contribution of those with protected characteristics to life in modern Britain. We will go from usualising the experiences of people with protected characteristics to actualising by incorporating relevant knowledge in subject curricula.

We ensure that the PSHE and Personal Development curriculum not only covers all statutory requirements but also includes a wide range of age-appropriate topics that go beyond the statutory requirements, including guest speakers, themed weeks/days, assemblies, external agencies, etc. This comprehensive curriculum provides pupils with the necessary knowledge and skills to foster good relations and promote equality.

To further enhance inclusivity and to celebrate diversity, we have:

- Implemented learning around the protected characteristics throughout all departments, during form tutor time, assemblies and key themed dates and events.

- Implemented pupil re-education booklets are used if there is a breach of the Equality Act 2010.
- Celebrate key national events such as LGBTQ+ Pride Month, Black History Month, and International Women's Day. These events provide opportunities for pupils to learn about and appreciate the contributions of individuals with protected characteristics to life in modern Britain. These come in the form of: Form Time, PSHE, Themes of the Week and Key dates, Extra-Curricular, Educational Visits, Careers, Guest Speakers, Assemblies, Productions, Pupil leadership teams, Charity links, House Competitions, CCF & DofE.
- Deliver Turves Values booklets at the beginning of each academic year that educate pupils about a broad range of individuals who embody the Turves Values and represent the full range of protected characteristics.

In addition to these events and themed weeks/days. We also ensure that each subject's curriculum includes subject-specific celebrations that highlight the contribution of those with protected characteristics by incorporating relevant knowledge and experiences into lessons.