

Progress against Equality Objectives – Spring 2022

Objective	Progress
<p>1. To promote consciously and encourage a school ethos that has respect for persons at its centre and seizes every opportunity to celebrate the achievements of all members of our community. –</p> <p>2. To provide planned opportunities within the curriculum for pupils to learn about the diversity of our society. To equip pupils with the skills to identify and challenge negative stereotyping wherever it is found and so eliminate prejudice-related incidents. –this is continuing to be evolved through the Personal Development Curriculum.</p> <p><i>Note: the percentage of female students across the whole school is 40% with the biggest gaps in years 11 and 13 the percentage of girls is 31% and 22% respectively</i></p> <p>3. To encourage collaborative planning across subject departments and involving both teaching and educational support staff so that the classroom experience is enhanced for all</p>	<p>The school’s most recent Ofsted (2017) and Section 48 (2019) inspections comment positively on the harmonious nature of the school’s diverse community.</p> <p>The school’s vertical tutoring system enables pupils to mix in a structured environment with pupils of different ages, this has been reinstated since September 2021 following restrictions on mixing due to the pandemic. Our expanded ASD resource base provision enables vulnerable students (with ASD and mental health needs) to access a mainstream education.</p> <p>The school’s RUAH ethos is embedded in different aspects of school life including school mission statement and pupils are able to articulate these RUAH values</p> <p>All departments have written and exemplified an inclusive curriculum to identify and reflect where diversity and wider values are taught across the key stages.</p> <p>RE department has embedded ‘Together for the Common Good’ programme focusing on social justice and community action in partnership with external agencies.</p> <p>Founder of UK Black History Month spoke to whole school in October 2021 with event acting as launchpad for ongoing events/presentations (e.g. screening and panel discussion on ‘Uprising’ documentary)focusing on diversity. Bespoke events for girls supporting them as a minority in the school (retreat, Girls in maths day)</p> <p>Consultation with student council on ensuring that different equality issues are identified and tackled when problems arise in school e.g. homophobia.</p> <p>Whole school focus on delivering high quality first teaching to ensure equality of opportunity for all.</p>

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<p>pupils. –this remains a central aim of all our professional development</p> <p>4. To provide appropriate additional support and resources to individual pupils who may experience significant barriers to learning and so minimise attainment gaps. Data on individual students is monitored regularly and patterns or concerns shared with the relevant Governors’ Committee</p> <p>5. To encourage actively pupil involvement in enrichment activities and monitor the response to such activities by vulnerable and “hard-to-reach” groups. –this is in place</p> <p>6. To assure equality of opportunity when recruiting staff by frequently reviewing and updating our Recruitment and Selection policy and procedures in the light of current legislation. All interviewers trained in safer recruitment.</p>	<p>Programme of CPD aiming to challenge and develop teaching staff to maintain high quality provision for all. Middle leadership strengthened to promote greater ownership of curriculum intent and implementation.</p> <p>SEN data collection and actions shared with Governors and LA. Positive peer review of SEND provision by Southfields Academy in January 2022. Significant investment in support staff to provide high levels of care and support to SEN and challenging pupils.</p> <p>Expanded ASD base provision enables vulnerable students to access mainstream curriculum particularly in new (2021) Savio Plus offering providing students with lower prior attainment opportunity to work and study in a mainstream setting.</p> <p>Extracurricular Pathways programme, covering five themes; Lifestyle, Media, STEAM, Creative and Justice; enables pupils to explore themes of diversity through different enrichment activities e.g. Radio Club and Bosco Times club members reported on ‘Uprising’ panel discussion.</p> <p>Senior Leadership has balanced composition in terms of gender (42% male, 58% female) and ethnicity (33% BAME).</p>