



THE NORTON
KNATCHBULL
SCHOOL

Progress against Equal Opportunities & Diversity Objectives

Reviewed by	Ben Greene HT
Approved by FGB	21 st March 2023
Revised & Approved by Education Committee	12 th December 2023
Approved by FGB	18 th December 2023
Date of next review	December 2024

Equality Objectives

Objective 1:

Gender & Behaviour. The school will work to consciously promote gender equality.

Why we have chosen this objective

- To ensure that in an overwhelmingly male environment positive attitudes and behaviours towards women are deliberately taught
- To ensure that female students and colleagues in the school do not experience negative or discriminatory behaviours

To achieve this objective we plan to

- Ensure that planned curricular deliberately focus on and highlight positive female role models
- Monitor behaviour data to identify trends/patterns which indicate issues related to gender to enable pro-active intervention
- Monitor the progress of female students in the Sixth Form to ensure smooth transition, positive Sixth Form experience and to remove achievement gaps

Progress we are making towards this objective

- Annual survey
- Growth in recruitment of female students to Sixth Form and positive feedback from 22-23 and 23-24

Objective 2:

The School will monitor and evaluate the attainment and progress of all pupils in all year groups with specific reference to significant groups including ethnicity, special educational needs, disadvantages (pupil premium), free school meals students and gender (Sixth Form)

Why we have chosen this objective:

- To enable us to identify and take appropriate action to address any underachievement in these groups – which nationally underachieve in comparison to non-disadvantaged peers

To achieve this objective we plan to:

- *Identify significant groups in each year group within the school*
- *Analyse the attainment and progress of these groups at each data drop, ensuring these are built into data summaries which are used by Governors, SLT, HoY and HoD, and Inclusion Manager so that they can take appropriate action necessary to address underachievement and remove barriers to learning .*

Progress we are making towards this objective:

- The progress of all groups is regularly monitored
- Building this into redesigned common reports provided to relevant Middle and Senior Leaders and Governors
- Common format will be in place for Sept 23

Objective 3:

As part of the review of the Curriculum ensure equality of access and opportunity for all students

Why we have chosen this objective:

- Linked to our 2nd Objective it is important to ensure that the curriculum is accessible to all, and that the needs of disadvantaged students are considered in curriculum design – and that steps are taken to ensure equality of access – through availability and accessibility of resources.

To achieve this objective we plan to:

- *Review our educational visits and trips procedures*
- *Equality and Diversity Plan – strand of Curriculum Review going forward*
- *Hold an annual culture day to celebrate the school community's cultural diversity and heritages*
- *Structured in to the curriculum review as a particular focus*
- *Sign up for Race Charter mark, review the curriculum and positive teaching of Equalities through the Charter mark lens*

Progress we are making towards this objective:

- Curriculum Review ongoing and launched September 2023 – confirms equality of access for all students (with appropriate adjustments and supports for students with particular needs)
- 1st Culture Day held Summer 23
- RACE Charter Mark training completed Autumn 23
- New PP Lead
- Full participation of students with particular and specific needs in trips and visits