



THE STONEHENGE SCHOOL

Equality Objectives Statement 2023

Review Frequency	Every 4 Years
Approving Authority	FGB
Published On School Website	Yes

ACTION	DATE	COMMENT
Last Approved	Jan 2023	
Next Due Review	Jan 2027	

STATEMENT OF Equality Objectives

Objective	To achieve the objective we plan to:
<i>Our staff and volunteers represent the diversity of the communities across our School</i>	<ul style="list-style-type: none"> • Undertake an analysis of recruitment data and trends with regard to race, gender and disability by Term 6 FGB, against the pupil population, and report on this to the staffing and pay sub-committee of the governing board. • Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements. • Ensure our recruitment processes continue to meet equality opportunity legislation requirements. • Further objectives will be set following analysis of recruitment data.
<i>All students regardless of gender, ethnicity, sexual orientation, disability, and background (including personal circumstances) have equitable access to the same total experience and opportunity across the School.</i>	<ul style="list-style-type: none"> • Continue to strive to improve and accelerate the attainment and progress of disadvantaged students. • Re-develop systems for extra-curricular activities and trips to ensure equitable opportunity. • Support the work of the SENDCO in developing best practice, guidance and support for school and ensuring the Senior Leadership Team, governors, and staff understand (as appropriate to the nature of their role) the nature of SEND across the school, and that the mechanisms for identifying and supporting SEND students are operated robustly and rigorously across the School. • Provide additional support for disadvantaged pupils in terms of careers advice and support in post-16 applications.
<i>Encourage and promote positive and respectful language during all interactions, recognising and celebrating diversity within the school and wider community.</i>	<ul style="list-style-type: none"> • Share the vision and values of the school • Use of the PSHE curriculum to explore areas of equality and diversity • Integrate ideas into the school's behaviour policy • Share information where contextually relevant with the wider community
<i>Ensure that the school is actively working towards reducing the gaps in progress and attainment and attendance and punctuality for the following vulnerable groups: high prior attainers, pupil premium pupils and those with SEND</i>	<ul style="list-style-type: none"> • Use of targeted intervention in English and maths • Range of strategies to raise literacy and numeracy • Teaching and learning should be tailored to previous attainment and adapted where necessary • Enhanced support for services pupils, particularly during deployment • Create an induction programme to support transfer and understanding of Stonehenge School behaviour policies and pastoral support • Deployment of recommended teaching strategies for disadvantaged pupil, based on research • Attendance action plan focuses on most vulnerable groups