

NGHS Equality Objectives 2021-2024

Strand One - Eliminate discrimination by promoting anti-racism, equality and celebration of diversity

Action/Strategy	Responsibility	Intended Outcome/Success Criteria
Conduct a review of the taught curriculum to ensure it champions diversity and equality	Heads of Faculty	Curriculum and resources reflect a wide programme of study across all subjects including championing role models from all ethnic and gender backgrounds. Focus on English & History in first instance
Reorganise student committees to give feedback to senior staff about student experience and wider lives: School Council, Sixth Form Council, Pastoral Committee, Health & Well-Being Committee, Sports Committee	HB	New committees have clear remit through Terms of Reference. Half-termly meetings held, issues discussed, actions agreed and minutes posted onto noticeboard for all students to view. Committees are responsible for effecting equality and positive change for all.
Obtain Kindness Ambassador Status and develop role of students as Kindness Ambassadors	AS	Seek accreditation as a Kindness Ambassador School and recruit student leaders to implement at least one whole-school initiative per year
Introduce LGBTQ+ focus group using students as role models for others	AS, SW	Student leaders recruited and training and support offered in first instance. Group to discuss role-models from LGBTQ+ community in areas such as the Arts, Sport, Literature, History etc.
Conduct annual review of PSHE curriculum to ensure it continues to be relevant. Gather pupil feedback from pastoral committee to further enhance this programme.	RS	Ensure PSHE curriculum is fit for purpose at end of each school year taking into account world developments each year, pupil feedback and parent voice
Install vinyl wall displays to raise awareness of the impact women from a range of countries, communities and backgrounds have had in our world	MJS	Wall displays designed and installed to showcase the talents of women in science, maths, humanities, sport etc.
Develop greater cross-curricular working for celebration days e.g. Black History Month, International Women's Day etc.	AMD, SW	Engagement between subject leaders to prepare curriculum materials which champion and reflect on the role played by trailblazers from all backgrounds
Renaming RE to Religion & World Views on curriculum to ensure the promotion of positive attitudes towards people of different religious beliefs and celebration of diversity as well as use of relevant curriculum materials	JB, JP	Rebranding of Religious Studies in KS3 to R+WV. Continue excellent work in ethics, philosophy and celebrating diversity of religion and views in all lessons using up-to-date curriculum materials
Engage with the Local Authority IRIS reporting system for any racist incidents and follow up on next steps as necessary. Ensure any such incidents are also logged on CPOMS and reported to governors via termly C&P group	HB	IRIS training undertaken by DSL. Engage with the local authority when necessary. Ensure a log of incidents is maintained in CPOMS and report to Governing Body including nil return (via HT's report).
Plan and run a Cultural Day each academic year where students are encouraged to attend in clothes which they feel represent their lives, background, culture. Run a lunchtime fair to better understand different cultures	AS / HOY	Cultural Day organised and run with strong take-up from students. Peer learning takes place about lives outside of school and greater cultural awareness.

Strand Two - Seek to widen diversity of (selective school) admissions process

Appoint Outreach & Partnerships Manager to work closely with primary school colleagues in raising ambition and desire to take NGHS entrance test from all communities	MJS, RWH	New post created to enhance opportunities for partnership working and engagement with students of all backgrounds in applying for test
Launch NGHS Roadshow in partner primary schools (Year 2)	MJS	NGHS Roadshow launched in 2023 for parents of local primaries to hear about opportunities and widen access to NGHS
Run familiarisation events for Entrance Test in common with agreed FAPP programme for school expansion	KJ	Pupils from disadvantaged backgrounds invited to join Familiarisation events to learn more about process of entrance test
Run Summer School each year to induct pupils from all communities and backgrounds, to encourage friendships and smooth transition to High School	MJS, JW	All Year 6-7 pupils invited to join annual Summer School programme. Follow up with any students admitted under categories 1+2 of admissions policy who do not apply to attend
Monitor and report on levels of initial interest, entrance test take-up, offer of places & take up of places for ethnic backgrounds and disadvantaged pupils to see if any reduction is seen by any particular group during the admissions process	KJ	Statistics collated, analysed and reported to SLT as well as DFE (FAPP scheme) on success of outreach programme to ensure diversity of admissions is happening
Procure new cashless catering app to ensure FSM students are not socially disadvantaged alongside their peers	KJ	New app installed and students unaware who is receiving FSM. Daily allowance added without issue.

Strand Three - Narrow gaps in achievement and participation between student groups

Continue to monitor the attendance and progress made by different groups at NGHS during every data round and put in place intervention and support for groups e.g. SEND, New/Former sixth formers, disadvantaged, ethnic groups, PP, FSM	EH (Attendance) OP (Progress) ABE (SEND) + Heads of Faculty Heads of Year	Existing strong practice continued. Greater time given to HOF to conduct this responsibility. Use of SMID Data Package reminders annually for all staff. Student outcomes reviewed with intervention strategies for all students, particularly those from pupil background groups leading to stronger progress at next data collection.
Induct new SEND Assistant to ensure support is directed to those most in need of guidance. Provide additional staff training in specific SEND focus for each academic year	ABE (GR) BD	New SEND Assistant employed, engaged and supporting students with SEND, particularly student with EHCP. Area of greatest need highlighted for training among all staff.
Link to SDP focus #2 (2022-2023) to ensure fair, consistent and reasonable handling of behaviour and sanctions for all students	HOY HB & SW	As school grows, consistency of approach raised with staff. CPOMS records to show consistent approach to behaviour and sanctions policy implemented.
Develop and embed use of Edulink app to monitor participation of pupils in wider / co-curricular activities.	KJ	Investment in Edulink allows staff to log participation of all students in groups. Analysis termly shows take-up of co-curricular offer by all groups of students. Reported to SLT and Governors (Ofsted focus)
Review allocation of students to trips taking groups of students into account	GA	Annual take-up of trips report produced for Headteacher to show which students have taken up opportunities for travel. Use of PP funding targeted, when essential to support take-up (to agreed limit of 50% of total cost of trip)
Ensure Careers programme provides appropriate advice and support for all students. Invite role models from all communities to engage with students	KG	Careers microwebsite to be launched in 2021. Rolling programme of visiting speakers to be implemented in 2022-23 to include a guests from a variety of social, economic and cultural backgrounds. Participation of students in lectures/workshops logged on Edulink.
Ensure Sixth Form Bursary scheme is fit for purpose and encourage wider uptake as economic downturn widens	FD, KCG, SW	Review best practice in 2021-22 and renew Bursary Scheme approach in 2022-23 and beyond. Ensure scheme is well publicised with students and parents, that an initial deadline is implemented for requests and funding allocated appropriately and fairly to maximum benefit.
Ensure other Premiums are spent in accordance with national policy for the maximum benefit of pupil outcomes	AMD, KMA	Annual premiums report completed and posted on website by end of September each year to show impact of funding. Plans for next year clear to show potential impact for future cohorts.

To be read in conjunction with Equalities Policy, SEND Policy, Rewards & Behaviour Policy, Accessibility Plan

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