



THE NORTON
KNATCHBULL
SCHOOL

Equal Opportunities & Diversity

Objectives and progress against the objectives

Reviewed by	Ben Greene HT
Approved by Education Committee	21 st March 2023
Approved by FGB	27 th March 2023
Date of next review	March 2024

Equality Objectives

Objective 1:

The school will ensure all vacancies are filled using the principles of Equal Opportunities and safer recruitment.

Why we have chosen this objective:

- To ensure that the school's recruitment process is legal, fair and objective
- to ensure that all job applicants and employees receive equal treatment and are not disadvantaged by unnecessary conditions and requirements
- to ensure the School meets its commitments to safeguarding and promoting the welfare of children and young people.

To achieve this objective we plan to:

- *monitor and evaluate applications and appointments and produce an annual summary for governors.*
- *ensure at least one member of each recruitment panel has received relevant training*
- *Ensure all senior leaders and governors involved in interviews have up to date safer recruitment training (i.e. within the last 3 years)*

Progress we are making towards this objective:

- All job applicants are asked to anonymously complete an equality and diversity monitoring form
- All Senior leaders have completed safer recruitment training
- New HR manager reviewing and streamlining all applications processes with a view to being able to audit and report on trends

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) and free school meals students

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 (RMH)*
- *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*

Progress we are making towards this objective:

- Curriculum Review ongoing and will be completed for launch in Sept 23