



SPRINGWELL COMMUNITY COLLEGE

Equality Objectives

DATE ISSUED	March 2021	REVIEW DATE	March 2022
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Aims

Springwell Community College aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Roles and responsibilities

The Local Governing Body (LGB) will:

1. Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the college, including to staff, students and parents, and that they are reviewed and updated annually
2. Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.

Equality objectives for 2021 to 2024

Objective A

Secure improved outcomes for disadvantaged students by ensuring the curriculum is designed to support their improvement.

Measures:

1. Set up Year 7 to Year 11 Pupil Premium (PP) High Prior Attaining (HPA) mentoring.
2. Take a view on the effectiveness the strategies of PP hour and PP classes in Year 10 and Year 11.

3. Implement systems to produce sharper data about the attainment of disadvantaged students.
4. Publish the plan and review following the first LGB meeting of 2021-22.

Objective B

Secure improved outcomes for Special Educational Needs & Disabilities (SEND) students by ensuring the curriculum is designed to support their improvement.

Measures:

1. Carry out an external audit of SEND provision at Springwell Community College.
2. Review the curriculum Years 7-11 for a SEND student at Springwell to ensure it is fit for SEND students.
3. Review and research Progress 8 qualifications.
4. Conduct individual interviews for Year 9 option students and consider technical qualifications.
5. Audit Joint Council for Qualifications (JCQ) access arrangements for Years 9, 10 and 11 cohort.
6. Develop, in staff, higher expectations of SEND students through Continuing Professional Development (CPD).
7. Produce robust progress tracker for SEND students.
8. Produce a provision map of pastoral support available to all students. Implement necessary changes to support for SEND students within this.
9. Establish funding streams for SEND students.
- 10.** Produce a strategic development plan for SEND at Springwell.