



# Highfields School Equality Objectives

## Purpose

These equality objectives are set in line with the Equality Act 2010 and the Public Sector Equality Duty. They aim to eliminate discrimination, advance equality of opportunity, and foster good relations across the school community.

## Objective 1: Close Attainment Gaps

**Aim:** Reduce disparities in academic outcomes between different pupil groups (including disadvantaged pupils, SEND students, and those from minority ethnic backgrounds).

### Actions:

- Track and analyse attainment/progress data termly by subgroup.
- Implement targeted interventions (e.g. tutoring, mentoring, revision support).
- Provide staff training on inclusive teaching strategies and adaptive practice.

### Success Criteria:

- Measurable reduction in attainment gaps in GCSE outcomes.
- Increased proportion of targeted pupils meeting or exceeding expected progress.

## Objective 2: Promote Inclusive Curriculum and Representation

**Aim:** Ensure the curriculum reflects diverse perspectives and promotes equality.

### Actions:

- Continually audit curriculum content across departments for representation and bias.
- Integrate diverse authors, historical figures, and viewpoints into schemes of work.
- Encourage student voice in shaping inclusive curriculum content.

### Success Criteria:

- Curriculum auditing shows diversity across subjects.
- Positive feedback from student surveys regarding inclusion.

## Objective 3: Improve Attendance and Engagement for Vulnerable Groups

**Aim:** Reduce persistent absence among disadvantaged and vulnerable pupils.

### Actions:

- Monitor attendance data closely by subgroup.
- Work with families and external agencies to address barriers.
- Introduce targeted pastoral support and engagement programmes.

**Success Criteria:**

- Reduction in persistent absence rates for key groups.
- Improved overall attendance figures.

**Objective 4: Strengthen Anti-Bullying and Respect Culture**

**Aim:** Prevent and address all forms of bullying, including prejudice-based bullying.

**Actions:**

- Deliver regular assemblies and PSHE lessons on equality, diversity, and respect.
- Maintain clear reporting systems for bullying incidents.
- Train staff to recognise and respond to discriminatory behaviour.

**Success Criteria:**

- Decrease in reported bullying incidents over time.
- Increased student confidence in reporting concerns (survey data).

**Objective 5: Increase Staff Diversity and Development**

**Aim:** Build a workforce that reflects and supports the diversity of the student body.

**Actions:**

- Continually review recruitment practices to ensure fairness and inclusivity.
- Promote equality in career progression and professional development.
- Provide training on unconscious bias

**Success Criteria:**

- More diverse applicant pools and appointments over time.
- Staff surveys indicate improved perceptions of inclusion and fairness.

**Objective 6: Enhance Accessibility and Support for SEND Students**

**Aim:** Ensure full participation and inclusion of students with special educational needs and disabilities.

**Actions:**

- Regularly review accessibility plans (physical and curriculum access).
- Provide appropriate adjustments and assistive technologies.
- Engage with parents/carers and external specialists.

**Success Criteria:**

- Improved progress and wellbeing outcomes for SEND students.
- Positive feedback from families and external reviews.

**Monitoring and Review**

- Objectives will be reviewed annually by the Senior Leadership Team and Governors.

- Progress will be reported publicly via the school website.
- Stakeholder feedback (students, staff, parents) will inform ongoing improvements.

**Commitment Statement**

The school is committed to creating a safe, inclusive, and ambitious environment where every individual is respected and supported to achieve their full potential.

BE THE BEST YOU CAN