

## Rednock School Equality Objectives 2019 – 2023

Objectives	Why we have chosen this objective	To achieve this objective we plan to:	Progress we are making towards this objective:
<p><b>Objective 1:</b> End of year progress data shows that the achievement gap has been narrowed between identified groups of students:</p> <ul style="list-style-type: none"> <li>a. boys vs girls</li> <li>b. disadvantaged vs non-disadvantaged</li> </ul>	<p>In 2018, Progress 8 for girls was roughly in line with boys (0.08 gap), but the girls' performance was about ½ grade below national figures.</p>	<ul style="list-style-type: none"> <li>● Scrutiny of progress data to highlight achievement gaps.</li> <li>● Interventions and support are sharply focused, implemented and impact reviewed.</li> <li>● Regular communication with parents.</li> <li>● Review curriculum offer at KS4</li> <li>● Emphasis on progression pathways at Rednock and beyond.</li> <li>● Motivational assemblies and presentations</li> </ul>	
<p><b>Objective 2:</b> Comparison of Term 5 data, 2019 vs 2020, demonstrates an improvement in the attendance of students from the disadvantaged cohort.</p>	<p>The level of non-attendance for disadvantaged students is higher than that of their non-disadvantaged peers and above the national average.</p> <p>End of Term 5 2018-19 absence rate for</p> <p>all students = 6.13%, disadvantaged students = 9.16%</p> <p>Percentage of persistent absentees:</p> <p>all students = 15.54%, disadvantaged = 42.31%</p>	<ul style="list-style-type: none"> <li>● Early intervention in response to attendance data.</li> <li>● Fast track levels of support and intervention as required.</li> <li>● Regular communication with parents.</li> <li>● Motivational assemblies and presentations.</li> </ul>	

<b>Objective 3:</b> Incidents of discrimination are rare and reflect Rednock's mission to provide an environment that welcomes, protects and respects diverse people.	The few incidents of discrimination at Rednock School have highlighted a need to educate students on specific themes.	<ul style="list-style-type: none"> <li>● Staff CPD session to review the equality duty, upskill staff in specific areas and focus on key areas linked with the needs of the school.</li> <li>● Review of the curriculum e.g. Lifeskills, Tutor Programme and subject areas to ensure that equality and diversity is embraced.</li> </ul>	
<b>Objective 4:</b> Participation rates and rewards demonstrate that all students at Rednock School are given the opportunity to make a positive contribution to the life of the school.	The 2019 data shows that some groups are under-represented in participation rates and the number of reward points issued.	<ul style="list-style-type: none"> <li>● Highlight the opportunities available to all students at the start of the academic year e.g. Sports clubs, Ambassador Programmes, mentoring, buddying system etc</li> <li>● Analyse students' contributions to the life of the school via a Student Survey/Student Voice.</li> <li>● Focus on groups of students that are under-represented and sign post opportunities.</li> </ul>	