

**St Bartholomew's School
Equality Objectives 2022**

**Reviewed by the Governors' Education Committee Summer 2022
Approved by the Full Governing Body Summer 2022
To be reviewed Summer 2026**

The Equality Act 2010 requires us to publish specific and measurable equality objectives. They should aim to improve equality and tackle disadvantage and discrimination.

Our previous objectives were:

1. To further enhance the teaching of issues of equity, diversity and inclusion
2. To make effective use of the Pupil Premium Grant
3. To develop further structures to support students with behavioural and emotional issues to ensure continued high-quality access to learning for vulnerable students

We have developed new objectives with the Leadership Team and with a group of Governors. They are designed to be ambitious, 4-year objectives. The school will produce an annual report which will detail our progress towards achieving these objectives.

We recommend these for Governor approval.

Objective 1

To refine and deliver a high-quality, inclusive, and diversity-rich curriculum.

Outcomes:	Measured by:
Incremental improvements to targeted areas of the curriculum, coupled with training for staff, will ensure effective delivery of EDI issues throughout the whole school curriculum	Curriculum review Student voice

Objective 2

To nurture a respectful, kind, and inclusive working and learning culture which celebrates diversity.

Outcomes:	Measured by:
All discriminatory language will be eradicated	Serious incident reports Student and staff voice
The school will review and further improve the diversity of activities on offer so that all students engage in co-curricular activities and clubs	Activities surveys Activities booklets
All members of the school community (students, staff, visitors and parents) will model the values of kindness, respectfulness and inclusivity	Surveys

Objective 3

To reduce gaps in outcomes, engagement, attendance and wellbeing for Disadvantaged students and EHCP students.

Outcomes:	Measured by:
There will be no difference in educational outcomes for these priority groups	Report data Exam analysis Case studies
There will be no difference in Engagement and attendance for these priority groups	Report data Co-curricular survey Attendance analysis
There will be no difference in wellbeing status for these priority groups	Wellbeing surveys

These objectives were agreed by Governors at a meeting of the Full Governing Body on 13th July, 2022.