

Equality Information and Objectives (Public Sector Equality) Statement for Publication

A large, light pink rectangular area occupies the middle of the page. Inside this area, the school's name "North Walsham High School" is written in white. "North" and "Walsham" are in a bold, sans-serif font, while "High School" is in an italicized serif font. To the right of the pink area is a vertical bar with a yellow top section and a light blue bottom section.

**North
Walsham**
High School

By:	Neil Powell
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Introduction:

North Walsham High School is committed to equality both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some students extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents/carers, staff.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them. We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Pupils from certain cultural and ethnic backgrounds
- Pupils who belong to low-income households and pupils known to be eligible for free school meals
- Pupils who are disabled
- Pupils who have special educational needs
- Boys in certain subjects and girls in certain other subjects
- Pupils who have English as an additional language
- Pupils who are in Local Authority Care

“We will continue to review annually the actions we have taken in meeting our general and specific duties under the Equalities Act, our equality objectives will be reviewed as part of a four year cycle:

- The results of your information gathering activities for race, disability and gender and what you have done with this information
- The outcomes of involvement activities from minority groups
- A summary from equality impact assessments undertaken
- An update of the progress made against priorities
- Celebrating what you have achieved in relation to promoting community cohesion

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Equality Objectives

Equality objective 1: To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Why we have chosen this objective:

We are a rural school with a majority white, Christian cohort. It is important that we prepare pupils for modern British life.

To achieve this objective we plan to:

To ensure 100% of pupils are engaged in Religious Studies by September 2017.

Progress we are making towards achieving this objective:

Religious Studies schemes of work address the causes and consequences of discrimination and help pupils recognise, understand and challenge stereotypes evidenced in pupil perception activities

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Equality objective 2: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

Why we have chosen this objective:

We believe that the student leadership should reflect the school community as a whole; only then can it best serve as a representation for the pupils.

To achieve this objective we plan to:

By the end of the 2017/2018 school year the percentage of vulnerable groups to be equal across school student leadership.

Progress we are making towards achieving this objective:

We are actively promoting school leadership opportunities to girls, EAL, LAC, SEND and PP pupils.

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Equality objective 3: To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.

Why we have chosen this objective:

It is unacceptable that there is a gap in achievement between students and minority pupils, we seek to challenge this and diminish differences.

To achieve this objective we plan to:

By the end of the 2017/2018 school year, the differences between all vulnerable groups and their non vulnerable group counterparts will be diminished in KS4 results to National Average.

Progress we are making towards achieving this objective:

To ensure rigorous analysis of data by Middle Leaders and regular conversations about this during Middle Leader and Senior Leader link meetings. Outcomes and strategies implemented when necessary.

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Equality objective 4: To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.

Why we have chosen this objective:

People with disabilities are equal citizens. Our vision is of a school community in which people with disabilities enjoy equal rights and opportunities to participate in academic, social and cultural life; have choice and control over how they live their lives; and are enabled to reach their full potential.

To achieve this objective we plan to:

To audit the school's accessibility alongside the 2017/2018 Health and Safety audit. To develop an accessibility handbook by July 2018.

Progress we are making towards achieving this objective:

To use the National Disability Authority's audit and Access Handbook template to create information and access for students, staff and visitors with disabilities.

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Equality objective 5: To reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

Why we have chosen this objective:

Stonewall report that 99% of gay students hear “phrases such as ‘that’s so gay’ and ‘you’re so gay’ in school” with “84 per cent of gay young people say they are distressed when they hear the word ‘gay’ used as an insult”. We think that this is unacceptable and that it has no place in our school.

To achieve this objective we plan to:

By December 2017 90% of the staff will feel confident in responding to prejudice related language use after receiving professional development.

Progress we are making towards achieving this objective:

Training will be delivered to all staff on the use of this language. Measurement will come in the form of a staff survey.

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