

Equalities Objectives 2017-2018

Please see our Single Equalities Policy for detail on the diversity of our student body and workforce and for more detail regarding our practice

At Newquay Tretherras our approach to equality is based on the following 7 key principles

1. All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

2. We recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.

4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development

6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential

7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

Equalities Objectives 2017-2018

1. To narrow the gap between the progress of boys and girls to the National Figure of 8% in 2018.
2. To improve the attendance of the FSM Pupil Premium and SEN Support groups to 95% in the academic year from 2017-2018, and to reduce the attendance gap between Pupil Premium and Non-Pupil Premium students to below 2% across the whole school in 2017-2018.
3. To ensure that SEN students make strong progress from their starting points in 2018, each students has an individualised target.
4. To introduce a new anti-bullying initiative, Make a Noise (Toot Toot) in 2017 and for 90+% of students to feel confident in its use and state that it responds quickly and effectively to bullying incidents- as shown by a pupil survey.

Reasons for selection

1. The Academy has a Boys agenda led by JMH and GRC (see Boys SDP) whose main focus is to tackle the underperformance of Boys. The action plan has a scaffolded approach starting in Phase 1 culminating in an Assertive mentoring programme focused on identified students in year 11.
2. Internal weekly analysis of attendance data in Care and Guidance meetings has highlighted these two groups as having the weakest percentage attendance figures. There is a new strategic development plan in place to improve the attendance of these students that will be overseen by GRC. Attendance will continue to be monitored daily by Form Tutors, who will in turn work closely with HOYs and EWO. There is a new Attendance team and Attendance data will continue to be scrutinised by the Care and Guidance team on a weekly basis.
3. There is a detailed EHCP in place for the 3 Year 11 SEN with statements and the 8 SEN support student are reviewed termly in consultation with staff and parents .The SENCO reports on their progress in Raising Standards meetings and ensures that their curriculum offer enables their success.
4. This is a new strategy adopted whole school to further support the school's robust anti-bullying strategy, led by JGH. Staff, parents and students are being trained in its use and JGH will oversee the monitoring of its use and effectiveness. A student survey will evaluate the success and impact of the new programme. This works sits alongside the launch of the latest anti-bullying policy written by the School Council and JGH.