

## Steyping Grammar School Equality Objectives 2014-2018

Our objectives comply with the Public Sector Equality Duty; they are reviewed annually by Governor Committees.

Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Group (s)	Actions and Annual Review	Who's Responsible	Dates from and to:
All Aims of Duty	Protected Characteristics	To improve staff and student understanding of diversity and to ensure every student feels a valued member of the 'Steyping Family'.	-Awareness raising and training for staff and students. -Increased opportunities for student leadership on aspects of our Equalities Duty.	LGBT	-Staff and student training with specialist facilitators. (Initiated Summer term 2015 with LT/HOY working with All Sorts). -Developing support from Stonewall. (SGS Stonewall Champions) -Launch of Student Equalities Commissioners (Spring/Summer Term 2015) -Pilot of Equalities Day off timetable for a whole year group.(July 15 with Y10) -Sixth Form College student led Equalities Committee set up with 60 weekly members. Awarded a Millennium Trust Prize in May 15 for their outstanding work (14/15). -Student Equalities Commissioners visit Jolesfield School (February 16) -Equalities Day involving Students from Years 7 ,8, 9 & 10 (Nov 16) - Successful application to the Rainbow Flag Award (Jan 17)	Student Welfare Governors, Leadership Team, Heads of Year. JM	Sept 2014-2017

					<ul style="list-style-type: none"> <li>- Stonewall champion visit from Sir Ian McClellan –all of year 9 and 11 involved with Equalities ambassadors across KS4 and KS5 (Feb 17)</li> <li>- NKN co - planning a Mental Health and Wellbeing conference for secondary and primary school across West Sussex (Conference June 17) 5 staff from SGS will attend</li> <li>- A Wood presenting at Health and Wellbeing conference (June 17)</li> <li>-Acts of kindness introduced as a weekly focus (Jan 17)</li> </ul>		
All Aims of Duty	All Protected Characteristics	To deepen understanding of what spirituality means in the Steyning Family.	-Strengthen leadership of our Christian ethos as a C of E VC school. -To widen and	All members of the Steyning Family	-SIAMS toolkit reviewed by Diocese representative May 15 -Leadership structure for Christian Ethos in place (Summer 15)	Governors Christian Ethos Committee, Christian Ethos Committee (NRW/SER/	Sept 2014-17

			resource student opportunities led by the Chaplaincy Team -To embed reflection as part of our Collective Worship.		-Key Stage CU groups and Alpha Course launched (2014-15) - CU groups running (16-17) -Thought for the Week, Reflection Time are embedded in Collective Worship and evaluated by School Council, Governors and Christian Ethos Committee members.	P Butchers to lead), Chaplaincy Team.	
All Aims of Duty	Protected Characteristic	Excellent Outcomes for Disadvantaged students.	-To reduce any gap that exists in 3 levels and 4 levels of progress rates at KS3 and 4. At KS5 to reduce any gap between ALPS target data and progress grades.	Pupil Premium/ Bursary Students	-Pupil Premium Projects across all Key Stages with funding led by teaching and support staff. (14/15) -Student passports in place. (14/15) -Dedicated KS5 Management Team post for Bursary Students.(Sept 14) -Focus of external scrutiny by HASIP. (April 15) -Effective interventions leading to impact in the classroom and wider school life.(on-going) -New Inclusion Centre opened with significant positive impact including wider community and inter-agency links (Sept 14).	Governors LLR Committee, Leadership Team (DPK to lead), Inclusion Team, SEN Team Heads of Year.	Sept 2014-17

					<ul style="list-style-type: none"> <li>-Central priority of School Development Plan, HOF/HOY Development Plans and all Team SEFs.(14/15)</li> <li>-Whole School focus on Disadvantage and Character Education.(launched with all stakeholders Summer 15)</li> <li>- VT leading work on 'Strategies to ensure the learning journey for disadvantaged students at SGS is outstanding' (Sept 16)</li> <li>-Boys and Young Men project pilot led by RB and BK (March 17)</li> </ul>		
All Aims of Duty	Other	Close the gap between Day and Boarding School life.	Break down barriers between both provisions and secure greater understanding of Boarding life with staff and the wider community.	Boarding Students	<ul style="list-style-type: none"> <li>-Widened Leadership Team participation in Boarding, including at weekends. (14/15/16/17)</li> <li>-Improved communication of boarding achievements, events and support.(14/15)</li> <li>-Brought Boarding leadership into whole school Leadership Team. (14/15-Assistant Head post from Sept 15).</li> <li>-Integrated pastoral and academic support systems for both provisions. (14/15)</li> <li>- Maths tuition from day</li> </ul>	Boarding Governors Leadership Team (DEC to lead), Boarding Team, Heads of Year.	Sept 2014-17

					school staff within boarding (Oct 16) -PP/Boarding student joint project (16-17)		
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