



Notley High School & Braintree Sixth Form 2023- 2026

Equality Statement

Vision Statement About Equality

- Students **enjoy** coming to school and the learning experiences available to them;
- Students are **enriched** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured;
- Students **achieve** high standards:
 - **Academically** - in terms of examination results
 - **Personally** - through their respect for others and their environment
 - **Socially** - through their contribution to the life of the school and wider community

Equality Objectives

Objective Group	Objectives	Milestone/Progress
Student Achievement	<p>Students' academic data is recorded on Arbor and tracked by senior leaders, middle leaders and subject teachers.</p> <p>All data is entered onto 4Matrix which enables progress to be monitored and detailed analysis of student groups, including DA, SEND, gender, HPA, MPA and LPA.</p>	<p>Termly data shows that students are on track to fulfil their academic potential.</p> <p>PPG funding is used to provide additional support where needed for disadvantaged students.</p>

	<p>Interventions are applied where necessary.</p> <p>Students are provided with a range of extra-curricular opportunities.</p>	<p>National Tutoring Programme funding is used to support students who are underachieving in core subjects.</p> <p>Termly data from Evolve Clubs shows that students are engaging with extra-curricular opportunities provided.</p>
Behaviour and Safety	<p>Students respect one another, feeling safe and valued.</p> <p>Students not complying with the school behaviour policy are challenged and appropriate sanctions are put in place.</p> <p>Students demonstrate an acceptance of all cultures and religious beliefs and show an understanding of British Values.</p> <p>Students and staff are fully aware of the protected characteristics.</p>	<p>The school's behaviour policy is consistently applied to all students.</p> <p>Students are accepted for who they are, and My Concern and incident logs shows that any discrimination is tackled by staff.</p> <p>Student voice shows all students feel safe at school.</p> <p>My Concern shows that instances of child on child abuse are tackled appropriately, robustly and sensitively by staff.</p> <p>Students have opportunities to develop their understanding and respect for those from different cultures and those with protected characteristics within the school community.</p> <p>British values feature in personal development lessons, assemblies, tutor time and other lessons across the curriculum.</p> <p>Relevant CPD and updates completed by staff.</p>

Teaching	All students experience good lessons with evidence of the RR10.	<p>Quality assurance through learning walks, observations and reviews show that students receive high quality teaching across the curriculum.</p> <p>Quality assurance shows all students receive regular and effective feedback which enable them to make progress.</p> <p>Staff requiring additional support to deliver good lessons are provided with relevant CPD opportunities, school and Trust support.</p>
Leadership and Management	<p>All staff are mindful of the academic, emotional and social needs of all students especially those who are vulnerable.</p> <p>The Deputy Headteacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</p>	<p>Equality data, including records of prejudice related incidents is presented to SLT and the Local Governing Body termly and any actions taken as appropriate.</p> <p>All staff receive appropriate CPD which enables the academic, emotional and social of all students to be met, thereby ensuring that none are disadvantaged.</p> <p>Completion of Trauma Perceptive Practice training for all staff within the school.</p>