



Equality Objectives and Information

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Approved by:	New Generation Trust Board
Review date:	October 2020

Equality Information & Objectives

Hope Community School is committed to protecting the rights of both pupils and staff to achieve their full potential in an environment which values cultural diversity and is free from discrimination and harassment.

We are committed to:

- Providing a broad, balanced and appropriate curriculum for all pupils, irrespective of race, sex, class, religion, sexual orientation, gender reassignment, age, disability or intellectual ability.
- Promoting an ethos that values and respects all pupils and their backgrounds; creating an atmosphere of support and confidence.
- Working positively to eliminate all forms of discrimination.
- Promoting self-esteem by recognising an individual's worth.
- Monitoring and reviewing school practices to ensure equality of opportunity and eliminate discrimination, whether intentional or unintentional.
- Learning should reflect the differentiation within the class.
- Working to establish effective communication between schools, parents and the community.

Objective: Achievement for all pupils

At Hope Community School we aim for equality of opportunity and foster good relationships in engaging parents and carers, tackling discrimination and narrowing the gaps of achievement where they exist. The school effectively monitors data on disability (Special needs), ethnicity, gender, socio-economic circumstances, religion, looked after/ post looked after and other groups to address any differentials in outcomes for these groups. This is measured by data analysis, discussions with parents, pupils and staff, lesson observations.

Nature of monitoring:

Actions	Outcomes
Half termly assessments in reading, writing and maths analysed at group level for attainment and progress	Assessments up to date ensuring all staff understand relative attainment and progress of groups
Interventions informed by data and provision mapping	Updated intervention and provision mapping each half term
Pupil progress meetings half termly with a focus at group level	Records of pupil progress meetings with clearly defined actions to close the gap.
Observations of teachers by Principal to focus on pupils of different characteristics and abilities	Quality teaching in place for all pupils

Objective: Behaviour and Attendance

At Hope Community School we encourage community cohesion through a growing understanding of differences and similarities within a climate where respect is promoted and discrimination is not tolerated. The school promotes strong relationships with every family and seeks to understand barriers to good attendance and behaviour for learning.

The school effectively monitors and addresses all incidents of bullying. The school works effectively to monitor and improve attendance of all pupils and to remove any barriers to learning. This is measured by attendance data, behaviour & racial incident logs, discussions with pupils, parents and staff.

Nature of monitoring:

Actions	Outcomes
Reviewed behaviour policy including success and celebrations which are achievable by all pupils	Pupil behaviour analysis shows low number of behaviour incidents linked to prejudice
Values based collective each day	Bullying behaviour is rare and dealt with effectively by the school when it arises
Monitoring of pupil attendance at group and individual level with appropriate action being taken should attendance fall below 95%	Attendance is reported to Governors termly. Patterns show good attendance with little variation between groups