



BEECHEN CLIFF

Report on Equality Development Areas/Action Plan 2021/22

Objective 1

To uphold our zero-tolerance approach towards bullying of pupils with protected characteristics.

Outcome

Sanctions, training and support have been applied following a zero-tolerance approach.

Commentary

This has been applied but needs to be maintained to ensure that bullying is reduced and all pupils feel comfortable and safe in school. The pupil survey in March 22 and November 22 both show that when bullying has occurred just over half of the pupils feel it has been successfully sorted out.

Staff survey in November 22 showed 81% of staff believe the school encourages positive relationships, respect and tolerance amongst all members of the school community and 96% believe the school promotes equal opportunities for all pupils to be successful in school

The boarding survey in November 2022 showed only 1/29 pupils do not think bullying is dealt with seriously.

In the boarding survey in November 2022 100% of pupils agreed the school encourages me to celebrate difference in our community.

An anonymous reporting form has been introduced to support the reporting of incidents.

Objective 2

To improve the progress of SEND and Pupil Premium pupils and to improve boys' progress in English.

Outcome

Boys progress improved to +0.01, in line with national average. SEND progress improved to +0.22, above national average. Pupil Premium Progress improved to -0.52.

Commentary

Good progress forward in all areas made. The aim is now to improve English progress further in line with Maths and EBacc subjects and further improve the progress of Pupil Premium pupils.

Objective 3

To ensure Pupil Premium pupils and/or Black Caribbean and Black Caribbean and White pupils are not disproportionately excluded.

Outcome

The proportion of pupils from a black or mixed background suspended was 11%. The proportion of Pupil Premium pupils suspended was 33%.

Commentary

FTE Checklist has been used to ensure due diligence in respect of all exclusions.

Behaviour Support Plans have been used to intervene early with pupils at higher risk of exclusion.

The 'disproportionately suspended' criteria has been considered before suspensions and has prevented some possible suspensions and reduced the number of days of suspension.

Pupil Premium pupils are still disproportionately suspended so this remains an area to improve on.

Objective 4

To develop a better understanding of equality of opportunity amongst staff.

Outcome

Training for staff provided on microaggressions, terminology and unconscious bias by and external inclusion consultant in June 2022.

The November 2022 staff survey showed 78% believe there is equal opportunity for all staff.

Opportunities were given for staff to feed back via line managers on equality or to report concerns via the anonymous reporting form. Some colleagues responded.

Commentary

Some staff still feel that there isn't equality of opportunity for staff (Nov 22 staff survey) and so there is further work to do on this.

Objective 5

To inform parents better about the school's equalities work.

Outcome

Clear efforts to inform parents have been made to inform parents. In the November 2022 parent survey 63% stated they believe the school promotes equal opportunities for all pupils to be successful in school (28% don't know)

78% believe the school encourages positive relationships, respect and tolerance amongst all members of the school community (15% don't know)

Commentary

Theme of the week and assembly topics based around equality shared with parents in the weekly newsletter. Weekly Theme of the Week and Pastoral Deputy Headteacher content.

Equalities video produced by the Sixth Form and launched in the newsletter and on the website.

JLB monitors the attendance to parents evenings of SEND/Pupil Premium Pupils and a new system of ensuring phone conversations take place prior to evenings has been established to improve attendance.

The equalities page of the website has also been updated.

Objective 6

To further increase the number of Governors with protected characteristics on the LGB

Outcome

The composition of the LGB diversified but more work is still required to achieve this objective.

Commentary

Further proactive recruitment is required in the year ahead.

MAM, November 2022

Equalities Action Plan 2022-23

Objective	Success criteria	Actions	Lead	Resources
To uphold our zero tolerance approach towards bullying of pupils with protected characteristics	Decrease on incidents from 2021-22 to 2022-23	<ul style="list-style-type: none"> • Use pupil, staff and parent voice to further develop practice to reduce bullying. • Anti-bullying and behaviour policy followed consistently. • Review and enhance Equalities Protocol. • Train anti-bullying ambassadors in Years 7,8 and Sixth Form 	MAM	Staff to support with capturing voices Google Forms Diana Award SLT time
To improve the progress of Pupil Premium pupils overall	Pupil Premium pupils progress improves from -0.52 to a-0.3 or better	<ul style="list-style-type: none"> • High quality, teacher led intervention English and maths lessons at KS3 & 4 • Tutoring programme • Learning Mentor supporting Pupil Premium learners at KS4 • Tutor time Core Interventions • SEND/PP progress is a focus of all Faculty FIPS • Clear expectations to support vulnerable groups in class including seating plans, mark first and targeted questioning • Reading strategy implementation • Attendance incentive schemes 	JLB	SEND and PP Leads Teacher and Tutor Costs Rewards costs

To ensure Pupil Premium pupils and SEND pupils are not disproportionately excluded.	Pupil Premium pupils and SEND pupils are not disproportionately excluded in 2022 -23	<ul style="list-style-type: none"> • Utilise Suspension Checklist to ensure due diligence in respect of all exclusions • Utilise Behaviour Support Plans to intervene early with pupils at higher risk of exclusion • SEMH information to be added to BSPs, along with SEND profiles. 	MAM	HoH use of behaviour support plans Suspension checklist Staff time
New approach to equalities training as a follow up to equalities incidents to be introduced	Reduce recidivism of students involved in equalities incidents compared to 2021-22	<ul style="list-style-type: none"> • Create bank of Equalities Tasks for students. • Ensure these are sent home for parents' awareness. • Equalities tracker to be updated to include tiers to enable monitoring of strategy impact. 	MAM	Resource bank (Google Drive)
To inform parents better about the school's equalities work.	Parents understand and support the school's work on equalities issues	<ul style="list-style-type: none"> • Equalities tasks shared with parents. • Newsletter articles (Andrew Tate, Show racism the red card, Martin Luther King Day, International Women's Day, disability awareness etc.) 	MAM	-
To educate pupils successfully in the dangers of online influencers and encourage them to oppose extreme views.	Pupils have a good understanding of the dangers of online influencers and how to keep safe online	<ul style="list-style-type: none"> • Sexual Harassment forum and student led project in collaboration with Hayesfield 	MAM	Cost of visiting speakers

		<ul style="list-style-type: none"> • Assemblies and Theme of the week sessions on gender equality and anti-misogyny • Sixth Form Sports Team Sexism Awareness Forums and Training • Regular online safety briefings 		
To ensure staff feel there is equality of opportunity	<p>Staff focus groups and follow up survey produce positive feedback.</p> <p>Recommendations implemented.</p>	<ul style="list-style-type: none"> • Staff survey • Staff focus group • Implement recommendations • Follow up survey 	MAM	Staff time
Ensure recruitment of governors welcomes those with protected characteristics	<p>Increased diversity within the LGB.</p> <p>Equalities Governor appointed</p>	<ul style="list-style-type: none"> • Proactive recruitment of Equalities Governor included a targeted approach • Regular scrutiny of equalities information in LGB meeting 	TDM / HE	<p>Parent body</p> <p>Local community</p>