



**The John of Gaunt School  
A Community Academy**

**Equality Objective  
February 2013 – February 2017**

Originator	Reviewed by	Date of Review	Approved by	Date of Approval	Next Review Date	Website
MGU	Curriculum & Learning	28/1/14	Full Board			Yes

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## **1. Vision Statement**

We aim

- to create an irresistible climate for learning;
- to support everyone in our school community as they strive for excellence;
- to work in partnership with others to remove barriers to learning;
- to be at the centre of learning initiatives nationally.

## **2. Objective**

To narrow the achievement gap between all students at risk of under-achieving, including those defined by the Equality Act 2012 and those with disadvantaged socio-economic circumstances, and their peers.

## **3. Specific**

Whilst our monitoring and intervention covers all students, we will focus on the performance of students in the following at risk groups:

- Free school meals
- Looked after children
- Special educational needs and disabilities (especially SA+)
- English as an additional language
- Below level 4 on entry to year 7

## **4. Measureable**

We will review the performance of these sub-groups against the 5A\*-C including English & Maths headline measure in Key Stage 4 and levels of progress both in each year and throughout Years 7-11. Any gap in achievement between at risk groups and their peers should be less than the gap nationally and narrowing over time.

## **5. Attainable**

There is considerable intervention already in place and the Pupil Premium will be used to further support students at risk of under-achieving. Members of SLT act as advocates for each sub-group of students.

## **6. Relevant**

As a truly inclusive school we are committed to the achievement and well-being of every student. The specific areas of focus have been identified, in part, as a

response to past performance data and feedback from our school improvement partner. This objective is also stated in the School Development Plan (1.2). As a UNICEF 'Rights Respecting School' we care about the progress and welfare of every student.

## **7. Time-bound**

The performance of 'at risk' groups in Key Stages 3 & 4 will be analysed annually with subsequent actions addressed accordingly. The overall objective will be reviewed at the end of the four year period.