



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

**Equality Objective
June 2017 – June 2021**

Originator	Reviewed by	Date of Review	Approved by	Date of Approval	Next Review Date	Website
MGU	S&C	12/06/17	Full Board	10/07/17		Yes

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1. Vision Statement

'Creating an irresistible climate for achievement'

- We challenge, support and encourage every student to **achieve their potential**.
- We believe **effort** and **dedication** lead to success and we **raise aspirations**.
- We **personalise our provision** to meet the needs of individuals.
- We enable our students to flourish as **confident learners and leaders** of our community.
- We create a culture where all stakeholders **feel valued, supported and proud**.
- We **work collaboratively** to improve outcomes for our students and support other schools to improve.

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
- English as an additional language
- Below age related expectations on entry to year 7

4. Measureable

We will review the performance of these sub-groups against the Progress 8 including English & Maths headline measure in Key Stage 4 and levels of progress both in each year and throughout Years 7-11. We work with students to ensure that 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 will monitor each sub-group of students and work with others to strategically intervene to improve outcomes. This is a stated part of our school improvement plan - *4.3 Rapidly close the achievement gap between students vulnerable to underachievement and their peers.*

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.

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 and evaluated at the end of the four year period.

8. Evaluation

This objective remains the priority for The John of Gaunt School. Whilst we have made progress in narrowing the achievement gaps between disadvantaged students and their peers, this sub-group of students remains a school priority.

For specific information relating to current progress of this objective please refer to these documents found published on the school website:

<http://johnofgauntschool.org/media/2013/06/2016-17-PUPIL-PREMIUM-SPENDING-PLAN-AND-IMPACT-ANALYSIS-2.pdf>

<http://johnofgauntschool.org/media/2018/01/2017-18-DISADVANTAGED-PUPILS-SPENDING-PLAN.pdf>