



**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/PUPIL-PREMIUM-ACTUAL-SPEND-2015-16.pdf>

<http://johnofgauntschool.org/media/2013/06/Pupil-Premium-Impact-Analysis-Sept-2016.pdf>