



EQUALITY OBJECTIVE 2013-2017

“Everyone is entitled to be treated fairly and without discrimination in every aspect of school life...”

“We respect the equal human rights of all members of the community...”

“We recognise the diversity amongst the people of our city, country and world and seek to learn about and celebrate difference...”

“We will ensure that the school has systems in place to effectively challenge, combat and repair discriminatory behaviour...”
extracts from Equality Policy 2013.

To provide opportunities for all members of the school to learn about the discrimination experienced by different people and its impact on their lives; to reflect on ways in which individuals can contribute to creating a safer, more respectful and more equal environment for all and to celebrate the positive impact of a diverse society.

Action Plan

Aims	Actions/Tasks	Lead Staff
Mark the national or international recognition of key world issues with at least one activity such as display, assembly, project, visitors to raise pupil’s awareness. For example: Black History Month, International Women’s Day, Holocaust Memorial Day. Five activities over the two years	Regular assembly/curriculum themes throughout the year. YES. Assemblies are flexible to reflect world events e.g. Nelson Mandela’s death. YES. Visitors to present the assembly and if possible stay and work with selected subject area or targeted pupils e.g. Army Captain to work with DUE on the theme of War and conflicts in the RS GCSE groups in February <i>Not this year due to staff changes.</i> Mark Harold of Young Carers & Sheila Elsey of Philippine Community Fund to present assemblies on separate weeks in January then work with Year 8 PSHCE groups in their lessons. YES. SPY presented a week of assemblies during Black History month in October. <i>YES and SPY presents on related themes at regular intervals.</i> Guests to work with pupils and teachers in appropriate curriculum areas e.g. History	LOS, SPY, SUS, HUN, ROW, WIS

	<p>Department working with Holocaust volunteers during Theme week in May. <i>Not this year but contact made with ex POW from Japanese prison camps.</i></p> <p><i>In addition there are plans in 2015 – 2016 for Year Office (YO) to take on a ‘theme’ and present to their peers.</i></p> <p><u><i>Recommendations: issues arising from the staff training on British values; the SIP priorities on the PDL curriculum and new PSCB Safeguarding commitments (CSE and Prevent) to be highlighted via tutor time, assemblies and curriculum areas such as Drama and RS.</i></u></p>	
<p>Provide access to and resources for individuals, groups, subject areas to follow up their interests and/or commitment to particular issues</p>	<p>MFL to begin e-twinning with a school in France and a school in Austria organised through the EU section of the British Council in November/December. <i>YES.</i></p> <p>Develop interest in the Stonewall Campaign, using project material. A bank of assembly resources to be stored in a folder on the shared drive for tutors to access as a follow up from assemblies in tutor groups and as an archive source. <i>LOS established this with ROW and assemblies delivered. The school is continuing to work with Stonewall. Sessions were also provided on the Year 9 Focus Day.</i></p> <p><u><i>Recommendations: see above re CSE and Prevent; Eco Challenge and Environmental Competitions and Challenges.</i></u></p>	<p>CLS, LOS ROW</p>
<p>Include, where possible, direct reference or access to the Equal Opportunities dimension of the world of work, public services and Sport. For example, visitors from charities, government organisations, HR in industry who deal directly with equality issues</p>	<p>Year 9 Charity Focus Day in November. <i>YES.</i> Year 10 ‘Teen Health’ Focus Day involving IBM and SSE mock interviews. <i>YES, IBM this year.</i> STEM: <i>events focusing on girls have been supported and all pupils are encouraged to take up STEM options post 16 through visits from professional engineers.</i> Year 10 Work Experience in July to provide further experience of equal opportunities. <i>YES.</i> Look to develop more opportunities for SRE in Years 8 & 10. <i>Improving SRE provision in Year 8 10 and 11 through PSHE and in Year 7 on a Focus Day. BYY has been trained to take a lead.</i> Develop a ‘one stop shop’ of pod casts on the VLE to access by any pupil as necessary on SRE related issues. <i>Still to be done.</i></p> <p><i>PE department is committed to offering a wide range of sports to all pupils and has close links with community clubs.</i></p> <p><u><i>Recommendations: exploration of the role of Equal Opportunities in</i></u></p>	<p>LOS, SNK, KIN, BYY, BLD</p>

	<u><i>the world of work, public services and sport via the PDL curriculum</i></u>	
Use Focus Days, new National Curriculum topics and theme weeks etc. to create lively, active sessions that allow pupils to explore their own role in a diverse society	<p>Year 9 and 10 Focus Days, STEM days and Work Experience to provide a range of role models from a broad variety of backgrounds and cultures. <i>YES. Regular STEM events for all year groups, such as BAE systems roadshow, Faraday Challenges, Year 7 STEM day, Smallpeice Trust STEM days and University led events. All publicised on the Springfield website as they happen.</i></p> <p>New Year 8 theme in Geography 'Who am I?' <i>YES</i> and Brit Kid in Year 8 PSHCE to explore pupil identity, both in the Autumn term. <i>YES.</i> Provide access for the Year 9 and 10 pupils to log onto the U Explore careers and guidance website. <i>All Year 8 and 11 pupils now have a log in too. This is still the case with other effective web sites used too. Careers Advisor updates provision.</i></p> <p><u><i>Recommendations: this objective is a key priority in the PDL review and update (see SIP2015 – 2016) and in the light of national and local PSCB new priorities: CSE and Prevent.</i></u></p>	LOS, KIN, LAW
Develop fund raising activities that reflect national events with pupils taking more responsibility for organising and running	<p>Organise fund raising activities around Macmillan Coffee morning in October. <i>YES.</i> Children in Need in November <i>YES.</i> Save the Children Christmas jumper in December. <i>YES.</i> Red Nose day in March, Fair Trade Fortnight in Feb/March, fundraising for Nepal earthquake etc.</p> <p><u><i>Recommendations: encourage the School Council to be more adventurous and proactive in their response to community projects, volunteer work and charity work.</i></u></p>	HOY, LOS, WIS
Support the initiatives to raise the profile of the anti-bullying work of the school (see SIP 2013-14) via lessons, tutor time, the PSD programme, Student Voice and COPs involving city wide issues.	<p>Further opportunities are built into the tutor programme, Year 7 Focus days in September and March. Support the national anti-bullying week in November doing a week of assemblies on this theme. <i>ROW has taken over lead role in this and has a Year 9 team established to support younger pupils.</i> Further ideas from School Council, <i>COPs</i> and PAL group. <i>Very active COPs group linking well across the local schools and reporting back. ROW is leading the</i></p>	LOS, ROW WIS BUD

	<p><i>anti-bullying work (see SIP 2015 – 2016) including: updating recording and reporting (with the support of Pastoral Managers); pupil displays; mentor training; policy update.</i></p> <p><u><i>Recommendations: that this has a higher profile and a wider remit (See SIP 2015 – 2016) via the PDL review; the recording, reporting and analysis of prejudice based incidents and bullying data; use of outside support agencies and in-school pupil mentor support; behaviour management review.</i></u></p>	
<p>Ensure that trips out of school also have the capacity to consider broader cultural and social issues that may impact on equal opportunities</p>	<p>Year 10 African Adventures visit to Kenya and the subsequent assemblies & presentations to the local community <i>This is continuing.</i> Connecting Classrooms Art project with China (Hong Kong) to be held over until 2014/5. <i>This did not happen.</i> RS visits to Buddhist Monastery in May. <i>No visits took place due to staff changes.</i></p> <p><u><i>Recommendations: that departments such as RS, Art, Music and Drama look to introduce visits, trips or projects to meet this objective.</i></u></p>	<p>LOS, RON</p>
<p>Ensure that the choice of location for subject based trips reflects balance and allows pupils to consider a range of different religious, social, cultural views and lifestyles</p>	<p>Year 9 trips to Germany and France in June <i>YES.</i> Year 10 History trip to Belgium <i>YES.</i> Year 10 Geography trip to Naples in May <i>YES</i> Year 9/10 Ski trip to Italy in February <i>YES.</i> Through these trips pupils see the traditional communities, dress, religion and associated arts as well as family patterns, food and drink. <i>Trips continue to be highly effective with pupils showing good progress in their understanding and empathy.</i> Look to Skype assemblies from trip locations where possible and if appropriate. <i>Assembly timings have made this difficult, but opportunities will be sought wherever possible.</i></p> <p><u><i>Recommendations: as above, departments should build elements of this strand of the objective in pupils' work on the trip and in their presentations on return. Inclusive trips within the UK to be developed as part of exploration of British values and culture.</i></u></p>	<p>LOS, LAW, HoDs</p>