

Equality Policy - Information against objectives 2023-2024

Tracking of Equality and Diversity 2023-24

Objective 1:

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the Finance and Staffing Committee of the governing board.

Why we have chosen this objective: To ensure that we are not discriminative in any recruitment process.

To achieve this objective, we plan to: Shortlist applicants without knowledge of race, gender or disability. Progress we are making towards this objective:

Due to the recruitment system that we have in place as a school there is no information in regard to race and gender on the application form. There is a question in regard to whether a person has a disability but no further information. Trends and patterns are monitored, however with a very low turnover the data gathered is a small sample.

Objective 2:

To challenge the gap between PP students and non-PP students with academic outcomes. **Why we have chosen this objective:** This is a national issue, and Summerhill will continue to obtain the best possible outcomes for PP students to ensure they have the same platform as all other students for future pathways.

To achieve this objective, we plan to: Continue to implement and sustain a program of bespoke intervention for PP students (highlighted in PP report) Progress we are making towards this objective:

The Pupil Premium Progress 8 Gap (Summerhill PP students compared the national average of all students) is -0.27. However, when we compare Summerhill PP students to national PP students we see strong progress: +0.13

Objective 3:

To challenge the gap between SEN students and non-SEN students with academic outcomes. **Why we have chosen this objective:** This is a national issue, and Summerhill will continue to obtain the best

possible outcomes for SEN students to ensure they have the same platform as all other students for future pathways.

To achieve this objective, we plan to: Continue to implement and sustain a program of bespoke intervention for SEN students (highlighted in SEN report) Progress we are making towards this objective:

SEN Support and EHC Plan students at Summerhill make stronger Progress 8 than the national average of all students. SEN Support +0.13, EHC Plan +0.20

Objective 4: To challenge the gap between CiC students and non-CiC students with academic outcomes.

Why we have chosen this objective: This is a national issue, and Summerhill will continue to obtain the best possible outcomes for CiC students to ensure they have the same platform as all other students for future pathways.

To achieve this objective, we plan to: Continue to implement and sustain a program of bespoke intervention for CiC students. Progress we are making towards this objective:

One student in this cohort was CiC. Her Progress 8 figure was -0.60. We do not currently have national figures for CiC students and due to their being only one student it is not statistically viable.