

Equality and Diversity Objectives for WGSG Targets 2021 - 2024

Introduction

Striving for Excellence underpins all that we do from academic excellence to personal growth and development and to ensuring that our inclusive and diverse community understands one another and learns from one another. We are a community of learners who together move forward to ensure that as our learning grows so the opportunities within the school grow.

At WGSG we are dedicated to enabling all students to achieve their potential. We pride ourselves on being a challenging, innovative and inclusive community. We are dedicated to our students' development both as learners and as responsible young adults.

Our school values are:

Respect and Resilience

Equality

Achievement

Community

Honesty and Integrity

At the heart of our community is the desire to nurture a passion for learning and help our students to secure successful futures through providing an inspirational, challenging and nurturing learning environment where everyone is valued equally. As such our work on equality and diversity is at the heart of all we do.

Review of Targets 2021-2023 to date

The past 2 academic years has seen more work on ensuring our equality and diversity than in previous years, driven by the focus on Black Lives Matter and the impact that this together with COVID-19 has had on our diverse community. As a school with a wide diversity of student background and culture we have had to look seriously at the issues that they perceive and experience within both the School and wider Society. We have also made progress on the work that we have been doing looking at disability and also LGBTQ+ issues. The stories and experiences of our staff and students underpin their own learning journey and as such require a forum and safe place to explore the challenges and find ways to ensure that no-one is left out. As a result of the work that we have done this year we have reviewed our monitoring of rewards and sanctions, developed student leadership groups that have explored the concerns of students, together with this being a core focus for our new senior Prefect Team, who have already presented to the whole school on the values of the school and the importance of understanding Equality and Diversity and how this impacts each individual student. The progress made has been positive and involved all staff and students through PSHE as well as Form time and Assemblies, as well as the work of the student groups. Despite this there is still more work to be done on all of the Targets introduced and we will continue to work on all areas, below is an update on progress and next steps planned.

Objectives for 2021 - 2024

	Objective	Why we have chosen this	To achieve this, we plan to:	Progress made on this objective
1	Undertake an analysis of recruitment data and trends with regard to race, gender, sexual orientation and disability by July each year, and report on this to the Endeavour Board of Directors and the Local Governing Body.	To ensure the staff population is diverse and representative of the wider community.	Annually review and monitor our recruitment processes to positively encourage applications from under-represented groups in our staff. These are black and minority ethnic communities and LGBTQ+ this will be over a 4-year period (from September 2019 to September 2023	In analysing Equal Opportunities Forms completed by submitted application forms we have seen an increase in numbers who have identified themselves as LGBTQ+ We are particularly pleased that we have increased the diversity of our staffing body this year, despite having a relatively stable staff we have recruited staff, both support, main scale and SLT from black and minority ethnic communities as well as other ethnic backgrounds this has seen a significant increase in the past 2 academic years, but remains a priority
2	To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, particularly school leadership opportunities, especially students from currently under-represented groups	To ensure that the student leadership is truly representative of the school community and to undertake work to improve the applications for senior student posts particularly from our BAME students	To encourage all students to apply for the posts. To work with key groups to understand their reasons for not applying and address the concerns. Develop a student group to mentor and encourage all students to aspire to being part of the group To develop a student prefect group that explores issues of equality and diversity and ensures that concerns are explored and addressed.	We have already re-vamped the student leadership opportunities to encourage school leadership from lower down in the school community. To explore with the Head Students ways to increase inclusivity we have created a large team to allow more engagement across the school. We have also reviewed our rewards and sanctions monitoring to include monitoring of how these are awarded across the diversity of the school and ensuring that this is fair and transparent. Extra-curricular and enrichment is a key aspect of the community and a new focus for one of the AAHT's to ensure that we are monitoring engagement and addressing areas of concern, alongside developing opportunities for student societies in the Sixth Form

3	<p>To increase the number of girls who are considering non-stereotyped career options, eg. Engineering and Finance</p>	<p>We want to ensure that girls are exploring all of the options open to them for career paths and that they are not limited by stereotyped ideas and perceived career choices. Whilst there is an increase at A level this has not yet translated into University applications or apprenticeships in these areas.</p>	<p>To encourage girls to consider pursuing Engineering, Finance, Economics, Business options at GCSE and at A level. Develop and utilise links within these industries to positively promote the opportunities and career routes.</p>	<p>The increase from Girls applying to non traditional A Levels continues to increase particularly in Forensic Science and PCP. There is a pleasing increase in female students pursuing Finance, Business and Economics as well this year. The finance Level 3 results also showed a significant number of female students in the top 1% of achievement nationally and an increase in the % of female students going on to achieve both Apprenticeships and University courses in the non-stereotyped courses have also shown a pleasing increase as well as more female students applying for Oxbridge and Degree Apprenticeships.</p>
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