

Sydenham School Single Equalities Objective

Updated October 2018

To be reviewed October 2022



Single Equality Objective – Closing the Gap and Raising Attainment of under-performing groups of students

Why:

- There is the need to bring about rapid and sustained closure of achievement gaps of through careful programme planning, rigorous monitoring through performance management and targeted action to improve identified areas and outcomes for identified groups of students who are currently underperforming.
- Identified key groups who have underperformed on the basis of 2017-18 exam data:
 - students eligible for the Pupil Premium
 - students from a Black Caribbean background
 - White British students who are eligible for the Pupil Premium
 - Students with a Special Educational Need or Disability.

How:

- Improved and meaningful consultation with and between staff, students and parents informs self-evaluation and improvement
- Parent and student views from a whole school questionnaire inform strategic planning for improvement and students and parents participate in improvement through opportunities via the leadership of the school.
- Designed programmes for individual groups of students who are at risk of underperformance
- Implementation of a BCRB achievement action plan
- Performance management for teaching and learning is rigorous and purposeful at every level against national teaching standards and Ofsted Criteria.
- Middle and Senior Leaders develop capacity for outstanding leadership through planned and tailored CPD in relation to the closure of achievement gaps
- Implementation of a Curriculum Improvement Toolkit to focus middle leaders actions on under-performing groups throughout the school year.

Outcome:

- All measures of student outcome show improvement in Progress 8 scores at Key Stage 4 for identified groups.
- Evaluation of CPD impact and senior team evaluation of impact of PM to ensure a focus on closing the gaps
- All governors and staff understand, share and communicate the vision evidenced via student and parent, governor and staff questionnaire outcomes and these are used strategically to improve the outcomes of students at risk of underperformance

