



Annual Report on Progress against the School's Equality Objectives for 2020 - 2021

This report aims to describe the work that has been undertaken in our school to promote equality and tackle discrimination over the academic year.

We are mindful of both the General and Specific Duties of the Equality Act. As a school we are committed to the principles of Equality for All and the need to promote equality but plan to make equality happen over and above tackling discrimination when it arises.

This report is just a small part of demonstrating our dedication to ensuring our services to pupils and parents are equitable and that our staff are treated equally as well as working to promote equality themselves.

Over the coming pages we have attempted to report how we as a school have planned to:

1. Tackle discrimination, harassment, and victimisation against people from different protected characteristics
2. Promote equality of opportunity and outcome between people of different protected characteristics.
3. Foster good relations between people of different protected characteristics.

Aim 1: Eliminate unlawful discrimination, harassment, and victimisation.

Objective	Lead	Update
1. Increase staff understanding of 'equality' and implications for all on a daily basis, through CPD in order that staff understand the implications of the Equality Act.	Line Managers Individual responsibility	<p>This is clarified through management meetings, Pastoral training and SEN training and development. PSO's and the Headteacher received New Ways of working training. De-escalation training and Mental First Aid undertaken by several staff. The support to students is in line with this training. The creation of the Mental Health cluster group, formed to discuss actions and activities to support both staff and students. 'Bishops' Let's Talk' is a weekly drop-in session for students and staff to access to talk to members of staff.</p> <p>All new staff read the staff 'Code of Conduct' before commencing employment at Bishops'. The Code of Conduct references the schools Equality and Diversity Policy and is reviewed every 3 years.</p> <p>During COVID, Ignite briefings throughout the term and CPD training has continued to share messages and support staff in the classroom</p>

		<p>Disadvantaged Students is a standing item on both the Students Committee Agenda for Governors and on the Senior Leadership Team agenda.</p> <p>All staff have been given the opportunity to complete Unconscious Bias training. Bishops' subscribes to training materials from Hays.</p>
<p>2. Make reasonable adjustments so that all students, staff, parents/carers, and visitors have access to all school activities</p>	All Staff	<p>An accessibility audit and plan run alongside the Equality and Diversity Policy.</p> <p>D5 equipped with height adjustable sink, cooker, and desk. Majority of C block doors replaced some of which include hold open magnets and visual aid displays are in place around the site.</p> <p>Controlled automatic doors to access reception, identified students also provided with card access to the area.</p> <p>New hoist in the sports hall area.</p> <p>Accessible outside space – T block ramped fire exits completed.</p> <p>When possible public events include accessible toilets and spaces.</p>
<p>3. Continue to reduce the number of all prejudice-based incidents. Those which do occur are recorded and reported.</p>	Pastoral team	<p>CPOMs used since November 2019 can track and analyse the number of incidents across the school year for scrutiny by the Student's Committee of the Governing Board.</p> <p>Assemblies and PHSCCE lessons</p> <p>Students in Year 8, 9 and 10 have been able to complete the 'Heroes Journey' becoming school ambassadors to support students transitioning from Y6 to Y7.</p>

Aim 2: Advance equality of opportunity for all.

Objective	Lead	Update
<p>4. Ensure fair access to the curriculum offer for those with different abilities; including access to appropriate pathways, EBacc/ facilitating subjects and through promoting inclusive approaches to</p>	All staff	<p>The Bishops' 'Staff Handbook' includes 'Ethos and Values' and is also published on the school website.</p> <p>Use a range of teaching pedagogies to stretch and challenge students of all abilities.</p> <p>Passports for all SEND students and extended to all PP students in place.</p>

<p>teaching and learning and the use of specialist equipment where necessary</p>		<p>A varied curriculum offer at all Key Stages enabling access for all students to ensure successful outcomes. Year 9 Options quality assessed with Year Leader to ensure all students are on the right courses, suitable for their ability and interests.</p> <p>Physical access – the shower within the sports toilet repaired and the hoist is fixed and installed to allow disabled students to access the toilet.</p> <p>EAL cohort use lexia as a literacy booster.</p>
<p>5. Strive to ensure the attendance of all disadvantaged pupils reflects the school target of 96%</p>	<p>All staff</p>	<p>Effective strategies captured during periods of remote learning in IRIS neutrals and submission of work in Satchel One.</p> <p>Staff use of Satchel One insights tool to analyse students' engagement/ submission during periods of self-isolation and remote learning.</p> <p>Remote Learning Portal created to ensure students required to self-isolate are able to continue learning from home.</p> <p>Improved sense of independence over time as students organise and problem solve.</p> <p>Overall student attendance shown below. Attendance regulations during COVID were suspended, but regular contact was made through Satchel One and form tutor emails and telephone calls home.</p> <p>The school has an Attendance Officer who tracks and monitors student attendance.</p> <p>During Covid a Key Worker and vulnerable school continued throughout.</p>

Aim 3: Foster Good Relations between people.

Objective	Lead	Update
<p>6. Ensure opportunities exist in our school curriculum to learn about and celebrate respect for all (irrespective of their culture, ethnicity, gender, disability, sexual orientation or gender reassignment).</p>	<p>Line managers</p>	<p>Students have PHSC lessons in all years, known as Lessons4Life.</p> <p>Personal Development days and Nurture days are dedicated to addressing gaps in the curriculum due to Covid-19. The recent Personal Development day plan is attached.</p> <p>Buzz of Learning week has the theme of British Values and focuses on our Curriculum Principles.</p>

		<p>Humanutopia sessions for all year groups in Term 3 of summer 2021.</p> <p>All students in Year 11 completed a careers interview day with external employers to gain skills and interview technique.</p> <p>Students transitioning from Year 6 to Year 7 will be accessing HARmony camp run by Humanutopia. An opportunity to bond as a year group but the camp is values led. Students will learn about honesty, awareness, and responsibility.</p>
<p>7. Continue to provide opportunities for all parents/carers to participate in the life of the school</p>	<p>All staff</p>	<p>Regular update letters and the use of MSforms during lockdowns to gather parent voice and receive information to support our students.</p> <p>In normal times these events would run in person, during 2020 – 21 the majority of our events have been virtual. (Awards Evening, Christmas Cathedral service, Christmas, and Summer Fayres)</p> <p>All new Y7 starters meet their form tutor on and Induction Day. Online Parent Prayers events</p> <p>Wireless routers distributed to families who had no Wi-fi so students could continue to access Remote Learning in lockdown.</p> <p>Chromebooks distributed to families who had little or no access to electronic devices to complete work.</p> <p>FSM vouchers co-ordinated and food hampers provided. Our most vulnerable students continued to access onsite school provision during lockdown.</p>
<p>8. Strengthen links between the school and local community including businesses, charitable organisations and other schools.</p>	<p>Line managers</p>	<p>Covid distancing and bubbles curtailed activities this year. Students were able to complete social action projects which benefitted the school community.</p> <p>Sixth Forms students in term 3b completed a careers carousel with guest speakers visiting or dialling in remotely.</p>

Equality Characteristics - Ethnic Categories

Numbers of students

ETHNIC CATEGORIES	Total June 20	TOTAL June 21	ETHNIC CATEGORIES	Total June 20	TOTAL June 21
White British	924	985	White & Black Caribbean	4	4
Irish	7	5	White & Asian	2	3
Any other white background	39	44	White & Black African	4	4
Traveller of Irish Heritage	0	0	Any other mixed background	19	20
Gypsy/Roma	1	1	Chinese	6	9
Indian	1		Any other Black Background	2	2
Pakistani	2	2	Refugee	0	0
Bangladeshi	2	2	Asylum Seeker	0	0
Any other Asian background	6	5	Any other ethnic group	1	1
Black Caribbean	3	4	Information refused	0	0
Black African	6	11			

Religion & Beliefs

Religion	2021	Religion	
Christian	829	Unknown/refused to say	216
Hindu	2	No Religion	167
Jewish	1		
Muslim	12		
Sikh	0		
Buddhist	4		
Other Religion	12		

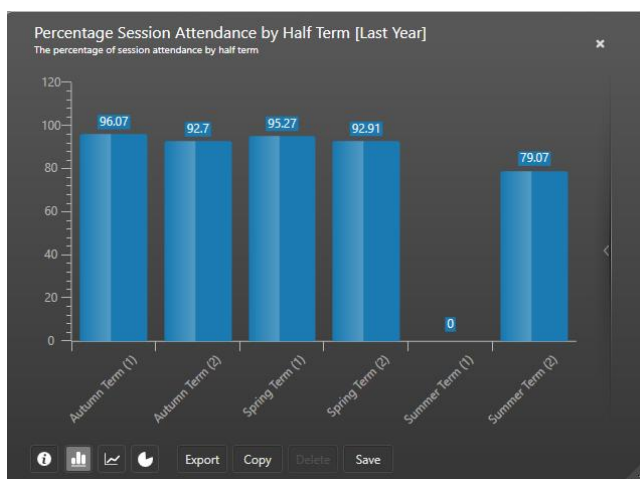
Key Pastoral Factors June 2021

	Whole School		Whole School
Free School Meals	150	In Care	8
English as Additional Language	65	Young Carer	33
Disadvantaged*	126	SEN Status	93
Medical Condition	364		
Service Children	7		

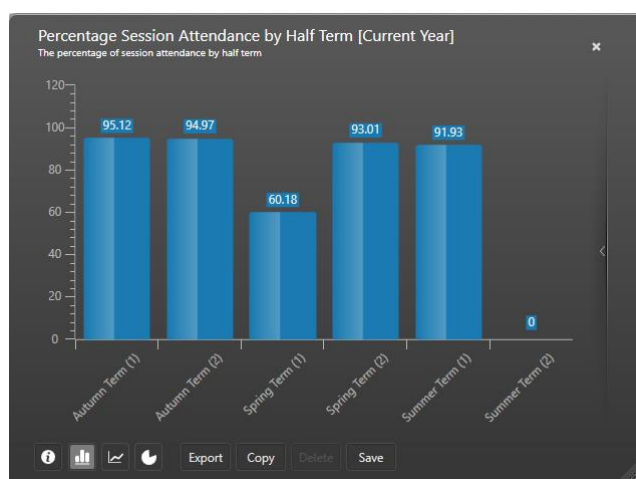
Attendance

An analysis of attendance does not show equality considerations. Attendance for those with disadvantage is lower than others and consequently a larger number of authorised and unauthorised absences.

Academic Year 2019 – 20



Academic Year 2020 – 21



Attendance Term 3b 2021:

Attendance in the early part of the summer term was higher than at any other point during the pandemic. Between 5 and 20 May, on-site attendance in secondary schools fell by 2.6% (likely to be Year 11/13 alternative arrangements). During this time, there was a small increase in COVID related absence (0.4%).

- A) Attendance in state-funded secondary schools was 87% on 20 May, down from 89% on 12 May.

Attendance of vulnerable children and pupils eligible for free school meals is typically lower than for other pupils.

- B) 87% of pupils with an education, health and care plan (EHCP) in state-funded schools were in attendance on 20 May, similar to 12 May.
- C) 83% of pupils with a social worker [1] in state-funded schools were in attendance on 20 May, down from 85% on 12 May.

88% of pupils eligible for free school meals (FSM) in state-funded schools were in attendance on 20 May, similar to 12 May.

Accessibility Planning

An annual Accessibility Audit is undertaken by the Facilities, Health and Safety Manager which involves students and staff to inform improvement works. The next Accessibility Audit will be taking place July 2021 and will include:

- Completion of the sound boards in the sports hall to bring the reverberation time lower.
- Classroom display upgrades in English.

2019 onwards	Location and works to be carried out	
	Adjustable height table available in the D&T dept	D10 equipped
	Adjustable height equipment in the Home Ec dept	Part of summer 2019 works
	Access difficult for the less mobile – corridor door design and self closers in c block	complete
	Accessible outside space and access to Peace Garden	complete
	Hearing/visual impairment – class change and evacuation bells.	Complete

2021 plans	Location and works to be carried out	
	Dedicated location for taxi parking for wheelchair users	
	Outside food serve as part of expansion project to be ramped and furniture to be made wheelchair accessible	
	Magnetic locks to aid lift access to new classrooms in extension project	
	Steps on sports corridor alternative options to be assessed	
	Variable height benching and services to be available in Science	