The Fernwood School – Equality Objective (June 2024 – June 2028)

Objective 1: Ethnicity attainment gap (SIP QE3 2023-24)

To work with our mixed heritage pupils to understand and address the attainment gaps, with an ambition to achieve a neutral Progress 8 score within 4 years. Although a small cohort, the disparities are greater than that of any group. Priorities include:

- Engagement with students, parents and staff to better understand the needs and experiences of this cohort.
- Review relevant datasets, such as intersections of pupil premium, SEN and gender, internal exclusion data, extra-curricular participation.
- Identify relevant actions and interventions and a staff lead for this work.

Objective 2: student engagement (SIP PD2 and PD3 2023-24)

To measurably increase students' sense of belonging and inclusion, through a range of engagement and development initiatives. Priorities identified by students include:

- Inclusive uniform policy.
- Ramadan guidance for teachers.
- Halo code signatory.

Priorities identified by the school include:

- Equitable extra-curricular engagement by students from equality groups.

Objective 3: Staff diversity and inclusion

To improve diversity and inclusion in two priority areas:

a) To create disability-friendly working practices and support, playing a part in reducing sickness absence and associated costs. We aim to achieve:
- Disability Confident Committed by 2025.
- Disability Confident Employer by 2027.
- Disability Confident Leader by 2028.

b) To increase the proportion of ethnic minority staff in the school through inclusive recruitment practices and positive action.

Objective 4: Universal EDI Developments

To ensure governance of and support for the above is robustly embedded, including:

- Appointing a senior accountable lead for EDI.
- Further developing the EDI working group through increased attendance and subsequent impact and influence.
- Establishing staff diversity data review and reporting to enable intelligent objective-setting2.
- Ensuring transparency of equality information and objectives on our website.
- Introducing equality impact assessments for all policies, starting with recruitment, special leave and sickness absence.
- Developing a realistic delivery plan to support the Equality Objectives.