

Kingsbridge Community College Equality Objectives 2018-2020

Specific measures	Person(s) responsible	Evaluation evidence
Overall Equality Objective 1: Raise awareness within the College community of Equality and Diversity in the school environment and beyond		
Annual Equality week	S. Stead	Number of students participating in events Coverage of all year groups and subjects (survey data)
Promote and celebrate National School Diversity Week	S. Stead	Number of students participating in events Coverage of all year groups and subjects (survey data)
Continue to search for national and local events for the college to promote to raise awareness of equality through the year	S. Stead	
Equality Impact assessment carried out	S. Stead/Persons responsible for policy	Equality Impact assessment proforma
Staff CPD on Equality through discussion with Team Leaders	S. Stead	Team improvement plans
Identify and support work of IOP Gender Champion	S. Stead/L. Joyce	College Improvement Plan and Self Evaluation
Termly meeting of Equality Group	S. Stead	Minutes of Equality group meetings
Termly publication of Equality and Diversity Newsletter	S. Stead	Equality and Diversity Newsletter
Provide 6 th Form enrichment Equality and Diversity Group	S. Stead	Student Evaluation
Weekly contribution to the student bulletin highlight national/international awareness days	S.Stead/Equality and Diversity Groups	Daily Bulletin sheets
Overall Equality Objective 2: Ensure that students with special educational needs or disability (SEND) have access to an appropriate curriculum in order to make excellent progress and achieve to their highest potential		
Monitor team improvement plans to ensure that adequate provision is in place in the light of curriculum changes	S. Stead/Team Leaders	Team Improvement Plans IDSR on SEND groups
Monitor class group data to ensure that setting/grouping is advantageous to all students	S.Stead/W. Ohlson/J. Blumer	Class group data Curriculum choices data
Overall Equality Objective 3: Ensure that students regardless of ethnicity or race have access to an appropriate curriculum in order to make excellent progress and achieve to their highest potential		
Monitor intake/make up of student body to ensure that students who speak English as a second language are supported as need is assessed	J. Blumer	Intervention groups IDSR on ethnicity groups
Monitor option choices of all students to ensure appropriate curriculum decisions are made	S. Stead	Class group data Student evaluation of Course selection process
Monitor class group data to ensure that setting/grouping is advantageous to all students	S.Stead/W. Ohlson	Class group data Curriculum choices data
Overall Equality Objective 4: Ensure that students regardless of gender or sexual orientation have access to an appropriate curriculum in order to make excellent progress and achieve to their highest potential		
Monitor option choices of all students to ensure appropriate curriculum decisions are made	S.Stead/R.Crocker	Class group data Curriculum choices data
Use positive actions where appropriate to redress the gender imbalance in key subjects	S. Stead/Team leaders/L. Joyce	Team improvement plans Subject uptake data for GCSE and A level
Narrow the gap between the progress of boys and girls at KS4	S. Stead/Team Leaders	IDSR
Monitor the content of PSHE curriculum to ensure that specific aspects of gender and sexual orientation diversity are taught	R. Crocker	PSHE/KCC Learner curriculum