



EQUALITIES DUTY REPORT

Date Agreed by the Governing Body	June 2019
Date to be reviewed	June 2020
Date of last review	June 2019
Governors Committee accountable for review	Education
Senior Leadership Team member accountable for review	HM

Equalities Duty Report

RGS High Wycombe report on compliance with the Equality Act 2010 for 2017 to 2018 and Objectives for 2018-19

Our Mission and Vision statements reminds us all that we have an obligation to demonstrate equality of opportunity at all levels.

Together our **mission** is to develop and to become worldly-wise, self-assured, high-achievers through an exceptional all-round education.

Our **vision** is to be seen as world-class through offering those most naturally able, irrespective of their background, the best all-round education offered by a UK state school.

Assessment of the Longer Term objectives

1. Working towards the elimination of racist incidents

The school has continued to emphasise the core ethos of RGS, high aspiration and mutual respect across the educational experience students across all characteristics

We continue to:

- foster good relationships across groups
- ensure that school policy is sufficiently robust to deal with incidents
- maintain an open dialogue with students
- monitor racial incidents (which are rare) and dealt with appropriately

Further plans include:

- to further promote the electronic whistleblowing process for students to anonymously report racist (and other) incidents
- to build engagement with 'harder to reach' communities of parents

2. Improvement of facilities for the disabled/accessibility

The school has made significant progress in this area and with the support of Buckinghamshire County Council.

The school now has new accessible lavatories

The lifts and ramps included in previous reports have enable accessibility for students, staff and visitors to the school

Further plans include:

- A lift and accessible lavatory in the new multi-level facilities as they are built as appropriate.

Review of Short Term Objectives for 2018-19

1. To review the admissions policy in line with the Grammar School Heads Association/DfE Memorandum of Understanding to support social mobility

- The admissions policy has been reviewed, consulted upon and published. The school will focus on outreach work in supporting local schools to raise the aspirations of families to progress their child to a grammar school. We have a project being undertaken at present

- 2. To develop a music tuition scheme to allow all year 7 students to learn a musical instrument for free, should they wish**
 - This has allowed a number of students, new to the school, to start learning an instrument. There is capacity for growth in 2019/20
- 3. To further build on our outreach work with local primary schools**
 - Over 50 sixth formers volunteer in primary schools
 - Our research project has started with a view to creating a role of 'Outreach Co-ordinator' from January 2020
 - We are now fully engaged with two Primary Liaison Groups through which our offers of curriculum support have been accepted

Short Term Objectives for 2019/20

- 1. Continued development of a school ethos that demonstrates inclusion for LGBT students**
- 2. Ongoing training for teaching and support staff on specific SEND issues**
- 3. A programme to engage 'harder to reach' communities of parents fully in school life and their son's education**