



EQUALITIES DUTY REPORT

Date Agreed by the Governing Body	June 2022
Date to be reviewed	June 2023
Date of last review	June 2022
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 2021-22 and Objectives for 2022-2023

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

Our Values

Every day we work as a team through our values of:
Respect, Integrity and Aspiration

Our Vision

To offer our students an exceptional all-round education

Our Mission

At RGS we nurture the individual potential of every student to help them become confident and socially responsible young people, prepared for happiness and success in their adult lives.

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
- pay greater attention to the needs of minority students, building relationships with 'harder to reach' communities of parents
- monitor racial incidents (which are rare) and dealt with appropriately
- train our staff and governors in diversity, inclusivity and equality

Further plans include:

- to further promote the electronic whistleblowing process for students to anonymously report racist (and other) incidents
- to build on the good progress in engaging with 'harder to reach' communities
- address the BLM and #Everyone'sInvited agenda through external and internal engagement

2. Improvement of facilities for the disabled/accessibility

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

The school now has new accessible lavatories

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

Disabled parking in quad

Furniture purchases to assist the working life of those with disabilities

Further plans include:

- Accessible facilities within the new Sixth Form Centre

Review of Short-term Objectives for 2021/22

1. To appoint an Equalities and Diversity Lead through the Associate Assistant Head programme

A decision was made not to include this role within the Associate Assistant Head programme. Research and work with stakeholders and other providers has been undertaken. A substantive post will commence in September 2022.

2. To ensure a greater accountability in the implementation of care plans for SEND students.

- The School has updated the style of plans to be more informative to stakeholders
- Teacher input has been strengthened in the development and updating of Student Care Plans
- The SENDCo has made care plan use a key focus of his senior team observations and questioned staff on this in their feedback sessions.
- This will also be part of the observations in new department QAR processes
- The School seeks feedback from boys and parents when we update the plans; if they are not being adhered to we have a process to challenge staff and support them to implement.
- Whole staff training at the start of the Academic Year is given prior to the sending out of new plans.

Short Term Objectives for 2022/23

1. To fully embed the role of the EDI lead in formulating policy and influencing behaviours to promote true community and belonging, alongside the Character Education programme
2. To develop a 'levelling up' programme to ensure that the School has impact on student attainment, progress and engagement where there is less opportunity for support from home, with a particular focus on boys from Pakistani communities.