



EQUALITIES DUTY REPORT

Date Agreed by the Governing Body	June 2020
Date to be reviewed	June 2021
Date of last review	June 2020
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 2018 to 2019 and Objectives for 2019-20

Our Mission and Vision 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 of 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

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

2. Improvement of facilities for the disabled/accessibility

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

The school now has new accessible lavatories for the disabled.

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

Further plans include:

- Accessible facilities within the new Sixth Form Centre

Review of Short Term Objectives for 2019/20

1. Continued development of a school ethos that demonstrates inclusion for LGBT students

- Assemblies/PHSE lessons have promoted diversity and tolerance, including LGBT
- There is an LGBT society, overseen by a teacher

- 2. Ongoing training for teaching and support staff on specific SEND issues**
 - There has been SEND training for all staff eg. Autism, EHCP use
 - Teachers are coached and trained in the effective use of LSAs in lessons
 - The Student Development Centre is a much prized, effective resource for students with impediments to learning

- 3. A programme to engage 'harder to reach' communities of parents fully in school life and their son's education**
 - Known 'harder to reach parents' are being contacted independently of mass communication about, for example, parents' evenings
 - Engagement of "harder to reach" communities is being reported on at the Education Committee
 - We continue to make use of the McManus Russell fund to support families for whom certain educational experiences would be out of financial reach
 - Events, such as the Iftar, (though cancelled in 2020 due to pandemic) have grown in popularity amongst those of all faiths.

Short Term Objectives for 2020-21

- 1. Following the closure of the School in March 2020, we need to ensure that no student is left behind. A comprehensive catch up programme will be necessary**
- 2. To ensure that vulnerable young people within our community are supported to achieve academically and to thrive socially**