



EQUALITIES DUTY REPORT

Date Agreed by the Governing Body	June 2021
Date to be reviewed	June 2022
Date of last review	June 2021
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 2020-21 and Objectives for 2021-2022

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
- 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 2020-21

1. Following the lockdown 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

- The School has ensured that staff have a clear understanding of the gaps in student progress and programmes have been put in place to address them.

- The digital provision in the second lockdown was regarded as considerably stronger than the first. This reduced the risk of students falling behind.
 - There will be a catch-up week in the early part of the Summer Holiday if there is sufficient demand
 - The School will be using the Transition Day to identify Year 6 pupils in need of additional support. Support for these students will be provided in July 2021.
 - The Centre Assessment Grades in 2020 were very strong and it is our aspiration that the Teacher Assessed Grades for 2021 being equally strong if not better than in 2020.
- 2. To ensure that vulnerable young people within our community are supported to achieve academically and to thrive socially**
- The wellbeing of students has been pivotal to our programme with support offered to those who need it
 - We have, as far as the Pandemic allows, resurrected co-curricular options to allow for sport, music, DofE etc activities to continue
 - The TAG process has been designed to give diligent students every opportunity to succeed in achieving the grades they deserve
 - The School provided in-school support for children of key workers, vulnerable children and those who were falling behind throughout both lockdowns

Short Term Objectives for 2021/2

- 1. To appoint an Equalities and Diversity Lead through the Associate Assistant Head programme**
- 2. To ensure a greater accountability in the implementation of care plans for SEN students.**