

# Equality Policy



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Approved by	LGB
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Next Review	Spring 2025

## **To be read in conjunction with the Trust's Equality Policy**

### Characteristics of the school

The Mirfield Free Grammar is an average sized Secondary school with 1449 students on roll. The FSM figures are consistently well above national averages, 20.35 % are eligible compared to a national figure of 20.8%. The school has a relatively low number of students from ethnic minority background with 17.4% not having English as a first language. SEN figures both at 'SEN Support and Education Health Care Plan EHCP' are well above national averages at 9.7%. Students are at SEN support - 8.2% and 1.5% EHCP. The school deprivation indicator is in quintile 4 (not significantly different to national) of all schools.

There have been a total 88 exclusion days involving 34 students in the Autumn Term 2023.

87.5 days involving 29 students in the Summer term 2023

56.5 days involving 33 students in the Spring term 2023

Attendance levels for the year 2022 – 2023 were 92.84% an improvement over the same period 2021-2022 the year prior of 90.4%.

Progress 8 in summer 2023 was -0.03, which is an average banding. Students being entered for EBacc was 33%, local authority average is 34% and England average is 39%.

Students staying in education or entering employment were 95% which is above the local authority average and England average of 94%.

Attainment 8 score was 49, which is above local authority average of 46.9 and England average of 46.2. EBacc average score for the MFG was 4.23, which is above the local authority average of 4.02 and England average of 4.05.

### Equality Objectives

At The Mirfield Free Grammar, we are committed to ensuring equality of education and opportunity for all students, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support students, raise standards and ensure inclusive teaching, we have set ourselves the following objectives which link with the SIP:

- Objective 1:** To monitor and analyse student achievement by different groups to ensure equality and act on any trends or patterns in the data that require additional support for students.
- Objective 2:** To raise levels of attainment in core subjects for all students but especially our vulnerable learners.
- Objective 3:** To review levels of parental and student engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement
- Objective 4:** To reduce incidents of bullying and racist or homophobic language.

## Equality Action Plan

<b>Equality Objective 1</b>	
To monitor and analyse student achievement by different groups to ensure equality and act on any trends or patterns in the data that require additional support for students.	
<b>Impact/Success Criteria/outcomes</b>	<b>Monitoring/evaluation/recording</b>
<p>Children of all race, gender and disability have equal access to the curriculum.</p> <p>All children regardless of their race, gender and disability are supported in their learning.</p>	<p>Data Analysis</p> <p>School Tracking System (Target Tracker)</p> <p>ASP/IDSR</p> <p>Teaching and learning scrutiny (Subject Deep Dives)</p> <p>CPOMS monitoring</p>
<b>Tasks/Actions</b>	
<ul style="list-style-type: none"> <li>● To ensure multicultural elements are evident in planning and delivery of the curriculum.</li> <li>● Develop a programme of memorable multicultural events, trips and visitors (religious celebrations and festivals, special days from the Calderdale and Kirklees revised RE syllabus and visitors).</li> <li>● Staff to receive diversity training.</li> <li>● Staff to receive appropriate training to support children with specific disabilities.</li> <li>● Where necessary children with specific needs are to have a EHCP and risk assessment in place.</li> <li>● Ensure that, as far as possible, that the physical environment of the current school meets the needs of all students.</li> <li>● Student data to be evaluated each term to ensure all children are achieving and attaining in line with their peers. Where this is not the case, interventions are to be put in place to support these specific children.</li> </ul>	

<b>Equality Objective 2</b>	
To raise levels of attainment in core subjects for all students especially vulnerable learners.	
<b>Impact/Success Criteria/outcomes</b>	<b>Monitoring/evaluation/recording</b>
<p>The gap is closing between vulnerable children and their peers in attainment and achievement but not consistently in all subjects for all classes</p> <p>Delivering effective and engaging lessons to ensure that the curriculum meets the needs of all students.</p> <p>Develop close links with external providers to support staff in effective planning and delivery of lessons</p>	<p>Data Analysis</p> <p>School Tracking System (Target Tracker)</p> <p>ASP/IDSR</p> <p>Teaching and learning scrutiny (Subject Deep Dives)</p>
<b>Tasks/Actions</b>	
<ul style="list-style-type: none"> <li>• Vulnerable Registers are to be regularly updated and shared with class teachers.</li> <li>• Senior Leadership Team to analyse vulnerable students' attainment and achievement on a termly basis.</li> <li>• 'Slow moving', vulnerable students are to be included in Raising Attainment plans</li> <li>• Meetings to be held after each data drops with the SLT, Curriculum leaders and teachers to discuss vulnerable students' attainment and achievement.</li> <li>• Where necessary, support to be given to vulnerable children by The Bridge</li> <li>• Identify groups and individuals at risk of underachieving, plan and deliver appropriate interventions.</li> </ul>	

**Equality Objective 3**

To review levels of parental and student engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

**Impact/Success Criteria/outcomes**

Improved levels of parent and student engagement in learning and school life.  
Improved attendance at Parents' evenings  
Curriculum information sessions provided for specific year groups

**Monitoring/evaluation/recording**

Analysis of extra club attendance  
Parent questionnaires  
Record of attendance at information meetings  
Analysis of attendance at Parent meetings

**Tasks/Actions**

- A wide range of school clubs are to be offered to all children.
- Parents learning events to be planned and delivered through school
- Analyse children who are attending the clubs to ensure an inclusive process is in place.
- The pastoral team to work on building relationships and engagement with parent/carers.
- Parent questionnaires to be distributed annually.

<b>Equality Objective 4</b>	
To reduce incidents of bullying and racist or homophobic language.	
<b>Impact/Success Criteria/outcomes</b>	<b>Monitoring/evaluation/recording</b>
<p>A reduction in incidents of bullying.</p> <p>Appropriate behaviour and language are displayed in school.</p> <p>Students feel safe in school.</p> <p>Improved PSHCE curriculum</p>	<p>Student Questionnaires</p> <p>Analysis of behaviour incidents and reports.</p> <p>Record of hate crime incidents as returned to LA</p>
<b>Tasks/Actions</b>	
<ul style="list-style-type: none"> <li>• Improved monitoring and recording system in place to ensure all incidents of bullying are recorded and actioned.</li> <li>• Parents informed and engaged when incidents occur.</li> <li>• All members of staff, including lunchtime supervisors, respond appropriately to incidents and follow behaviour policy and procedures fully.</li> <li>• PSHCE curriculum has been revised to ensure these issues are directly addressed</li> <li>• Assemblies address issues relating to racism, homophobic language and bullying.</li> <li>• Pastoral team work closely with students displaying bullying behaviours, homophobic language and racist language and behaviours.</li> </ul>	

## Equality Objectives Monitoring and Evaluation

### Evaluation/monitoring Key

Nov 2023 = Blue text

Nov 2024 = Green text Nov

2025 = Red text

Nov 2026 = Purple Text

### School Profile

		Percentage			
		2023	2024	2025	2026
	<b>Number On Roll</b>	1448			
<b>Sex</b>	% of male students	49			
	% of female students	51			
<b>Language</b>	% of students with additional language (EAL)	17			
	% of students with English as their 1 <sup>st</sup> language	82			
<b>Ethnicity</b>	White British	968			
	White & Asian	16			
	Other Mixed	1			
	Indian	55			
	Pakistani	247			
	African	7			
	Chinese	5			
<b>Special educational Needs and/or disabilities</b>	EHC Plan	22			
	Sen Support	119			
<b>Special Provision</b>	Free School Meals	295			
	Looked After Children	7			



Review of progress to meet the Schools equality objectives.

<b>Equality Objectives</b>	<b>Actions/Progress</b>
<b>Equality Objective 1:</b> To monitor and analyse student achievement by different groups to ensure equality and act on any trends or patterns in the data that require additional support for students.	
<b>Equality Objective 2:</b> To raise levels of attainment in core subjects for all students especially vulnerable learners.	
<b>Equality Objective 3:</b> To review levels of parental and student engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement	
<b>Equality Objective 4:</b> To reduce incidents of racist/homophobic language and bullying.	