



Sir Joseph Williamson's Mathematical School Equality Objectives

Date written: August 2023

Date of next review: August 2026

The **school** is located in an area of Medway that has above average deprivation and the socio-economic background of pupils is broadly average. As a selective school attainment on entry is high. The school admits boys into year 7 and has a co-educational sixth form. The proportion of pupils from BAME backgrounds is above the national average and is increasing. In current year 7 more than 40% come from BAME backgrounds. The proportion of SEN and PP is below the national average.

Our Equality Objectives

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

	Objective	How this will be evidenced
1	Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups. Historically Pupil Premium Pupils and pupils from Ethnic groups have outperformed the cohort as a whole but this needs to be monitored.	Tracking of different groups through in year achievement data and outcomes from public examinations. This will be reviewed through regular modular reviews.

2	Reduce the already very low incidence of the use of homophobic, sexist and racist language by students in the school.	Through bullying logs and incident reports.
3	Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups in the local community.	Through PHSE mapping and outcomes. Student feedback in relation to assemblies and other events to celebrate cultural diversity.
4	To use the Life Skills, Tutorial and Assembly programme, along with acceptance weeks to promote inclusivity and respect among all pupil groups.	Positive school culture, recognised through external visits, through school self review processes and through low levels of negative incidents that relate to protected characteristics.
5	Provide all learning environments are that welcoming, safe and respectful of learners from all communities	Displays around the academy, particular within communal areas.