

Nishkam High School

EQUALITIES OBJECTIVES 2018-2022

Nishkam Vision

The Governing Body of Nishkam School Trust (NST) aims to:

- value, celebrate and learn from the cultural diversity of its pupils, staff and community.
- to positively promote equality and diversity for all, adults and pupils, regardless of age, gender, ethnicity, origin, religion or ability
- educate all about discrimination and prejudice and promote a harmonious environment (social cohesion)
- to respect the equal human rights of all our pupils, to respect the equal rights of our staff and other members of the school community.
- ensure staff educate against any form of prejudice or negative stereotyping and to ensure that their conduct with pupils/students and colleagues reflects this responsibility at all times.
- strive for all pupils regardless of ethnicity, age, gender, to achieve the highest possible standards in their learning and make good progress
- to tackle the barriers which could lead to unequal outcomes for identified groups of pupils

Public sector duty

The Public Sector Equality Duty 2011 has three aims under the general duty for schools:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Nishkam School has considered how well we currently achieve these aims with regard to protected equality groups including: gender, race, disability, religious belief, age, sexual orientation, pregnancy and maternity, socio-economic background and other protected characteristics

Equalities Objectives

The Equalities objectives outlined below are for the four year period from **01/09/18 to 01/09/22**.

Nishkam school will annually review school practices and implement the necessary resulting actions in relation to the equalities objectives:

OBJECTIVE 1: <i>The attendance of pupil premium students will be equal to or better than the attendance of non-pupil premium students</i>	
Why we chose this objective?	There is a clear link between attendance and achievement; therefore the attendance of our pupil premium students is vital to securing their academic progress
To achieve this objective we plan to:	Report weekly on this issue, analyse results and intervene appropriately
Progress we are making towards achieving this objective:	<p>2018-19: Pupil Premium 95.0% Non Pupil Premium 95.4% (National Average for secondary schools, all pupils: 94.6% - 2017/18)</p> <p>2019-20: Covid – no data available</p>

OBJECTIVE 2: The progress and attainment of Pupil Premium students will be the same as non-Pupil Premium students at GCSE; disadvantaged students will make the same progress as non-disadvantaged students at A Level	
Why we chose this objective?	<p>The Education Endowment Foundation (EEF) published a paper in January 2018 called, 'The Attainment Gap'. Their research included the following statistics:</p> <p>By age 19 over 164 000 students – over 30% of the total cohort – had still not achieved a good standard of recognised qualifications in English and maths.</p> <p>The attainment gap in state funded mainstream schools for disadvantaged pupils in 2016 equalled 18.9 months when compared to non-disadvantaged pupils.</p> <p>The Progress 8 gap between % age Pupil Premium eligible pupils making greater than average progress and all other pupils is estimated to be: 2017 14.8% 2018 15.2% 2019 15.7% 2020 15.7% 2021 15.6%</p> <p>The Attainment 8 gap between Pupil Premium eligible pupils and all others is estimated to be: 2017 : -11.0 2018 : -11.2 2019 : -11.3 2020 : -11.0 2021 : -10.8</p>
To achieve this objective we plan to:	<ol style="list-style-type: none"> 1. Ensure that all PP students are identified in all classes 2. Ensure that a member of the SLT has a specific remit to support the progress and attainment of PP pupils 3. Monitor data closely to identify any potential gaps 4. Ensure quality first teaching makes a positive impact on the progress and attainment of PP students 5. Ensure that PP funding has a demonstrable impact on the progress and attainment of PP pupils
Progress we are making towards achieving this objective:	<p>2018: Attainment 8 NHS Non-Pupil Premium = 56.91 Attainment 8 NHS Pupil Premium = 50.22 Attainment 8 National (non-disadvantaged) = 50.10 [Internal gap -6.69; NHSB +0.12 ahead of external data]</p> <p>Progress 8 NHS Non-Pupil Premium = +0.86 Progress 8 NHS Pupil Premium = +0.49 Progress 8 National (non-disadvantaged) = +0.13 [Internal gap -0.37; NHSB +0.36 ahead of external data]</p> <p>2019: Attainment 8 NHS Non-Pupil Premium = 57.74 Attainment 8 NHS Pupil Premium = 52.22 Attainment 8 National (non-disadvantaged) = 50.09</p>

[Internal gap -5.52; NHSB +2.13 ahead of external data]

Progress 8 NHS Non-Pupil Premium = +1.02
Progress 8 NHS Pupil Premium = + 0.84
Progress 8 National (non-disadvantaged) = +0.15

[Internal gap -0.18; NHSB +0.69 ahead of external data]

2020:*

Attainment 8 NHS Non-Pupil Premium = 56.01
Attainment 8 NHS Pupil Premium = 54.13
Attainment 8 National (non-disadvantaged) = 53.39

[Internal gap -1.88; NHSB +0.74 ahead of external data]

Progress 8 NHS Non-Pupil Premium = +1.28
Progress 8 NHS Pupil Premium = +1.10
Progress 8 National (non-disadvantaged) = + 0.17

[Internal gap -0.18; NHSB +0.93 ahead of external data]

*Unvalidated data