



## **EQUALITY OBJECTIVES**

Within an annual review cycle the governors will monitor the Equality Objectives as detailed below.

1. The governors of Barlby High School, via the Resources committee, will monitor recruitment of staff at all levels to see if there is a gender imbalance. The aim is to have effective gender representation at all levels of the academy.
2. The governors of Barlby High School, via the Standards committee, will monitor the performance of boys and girls and will support strategies to address issues of imbalance. This will be done in relation to data on point of entry to the academy. The aim is to have equality of outcomes for boys and girls. This will also take into account prior data eg CAT scores.
3. The academy will set challenging targets for all students regardless of their academic ability or whether they are classed as disadvantaged students. The Standards committee will monitor performance and value-added for all ranges of students. This will be done via tASP (Analyse School Performance). The aim is to have all students or groups of students achieving at or above the national average for levels of progress.
4. The academy will aim to have high attendance and low levels of exclusions for all students. The Standards committee will monitor the attendance of students in relation to gender, ethnic origins and social backgrounds with the aim being to reduce to zero variations between groups. The low frequency of exclusions may distort some of the comparative data.
5. The governors of the academy will, via the Standards committee, look at data regarding bullying, cyber bullying and harassment to see if there are patterns in regard to race, sexuality or gender. The aim being to reduce to zero the incidents of bullying in these key areas.