



## **Equality Objectives Annual Review 2017-2018**

**Objective 1: The Governing Body of the school will endeavour to reflect the diversity of the wider community.**

The Governing Body consists of Co-opted, a Local Authority, Parent, and Staff Governors. Co-opted governors are selected for their particular experience and skills, thus providing a mix of expertise.

**Objective 2: Strive for all students regardless of ethnicity, age, gender, to achieve the highest possible standards in their learning and make good progress.**

The school sets challenging targets for student achievement at FFT20 and these along with the School Development priorities form the basis of staff targets for performance management. The achievement of students and on-going progress is reported to staff and governors at meetings and via the regular dashboards that show the progress against targets. Achievement in our basic measure of English and Maths at 5-9 increased by 16% to 38%. Our 4-9 increased by 5% to 62%, roughly in line with the National average. Progress last year was -0.47 which is set to improve this year as a result of the changes in the curriculum.

Performance of FSM/disadvantaged students are reported at regular intervals to ensure that the gap is narrowing and the intervention is appropriate. Our disadvantaged students progress in line with National average, which is a slight improvement on last year.

**Objective 3: To ensure that the appointment of staff is in line with equal opportunities legislation.**

The data below illustrates that the School follows HCC procedures for recruitment and appointment of staff.

Observations:

- Low number of non-white candidates reflects the local geographical population composition.
- Slightly more males than females applied for the support advertised posts and more females for the teaching.