

Ensuring equality at Roundwood Park Report for school year 2016-2017

Roundwood Park School (RPS) fully recognises its responsibility to achieve equality of opportunity and treatment for all students in the school, and to guard against any form of discrimination.

The school's policy and practice is set out in its 'Single Equality Scheme' (SES) designed to help ensure that the school complies fully with the **Public Sector Equality Duty** introduced under the Equality Act 2010. The SES can be read on the school's website; any comments on the Scheme and the way it is put into practice would be welcome.

On the face of things Roundwood Park School reflects the nature of the community in the North West of Harpenden where it is located, that is, with a substantial majority of the population of white British origin living in prosperous circumstances. However in reality the school community is significantly diverse adding to the richness of its culture but also with the potential for individuals or groups to feel themselves "different" or disadvantaged in relation to their peers. The school recognises this challenge and the key objectives of the Single Equality Scheme summarise what it seeks to achieve in response, that is to

- Enable every student to achieve to their full ability and equip them for adult life as valued and valuable members of the community
- Ensure that every student is treated with respect by the staff and by their peers and valued for their individual worth
- Ensure that each gender and every minority group and individual enjoys full and equal access to opportunities for advancement and fulfilment
- Take the opportunities that diversity affords to enrich the experience of both individuals and the whole school community
- Identify and address any evidence of inequality or negative attitudes.

RPS staff aim to ensure the welfare needs of all students are met whilst their learning progresses at an appropriate or accelerated rate.

The following snapshots illustrate what is being achieved in practice in the last academic year

There have been a number of initiatives to improve equality of opportunity for all groups including:

1. Restructuring of the Senior Leadership Team to allow Mrs Martina Mansfield (Assistant Headteacher) to be more hands-on with students in her role as Head of Support for Learning.

Mrs Mansfield has overview of inclusion matters and a strong focus on working with parents and carers to meet the learning and welfare needs of students in disadvantaged and vulnerable groups. There are clear monitoring procedures and measures for success to strengthen accountability.

2. Appointment of two Achievement Mentors to work with targeted students to promote self-discipline, raise esteem, reduce consequences and help them thrive.

3. Establishment of a Curiosity Club to reduce barriers and diminish the difference between Pupil Premium and other students and develop good learning habits from the start of students' RPS careers.

The Curiosity Club was launched on Y7 induction day (Summer 2017) with a picnic and game of Rounders and a buddy system was set up with current Y7 students. There is a clear emphasis on building relationships and working with parents and carers.

4. Introduction of weekly Learning Breakfasts with cross-curricular input from Art, Food Tech, English, Music, languages and Learning Support.

5. Continuation of the Scholars' Programme which now includes students from disadvantaged groups.

As in previous years the PE department has promoted equality through sporting activity, in particular: **This Girl Can** 'a celebration of active women who are doing their thing no matter how well they do it, how they look or even how red their face gets'.

This Girl Can is funded by The National Lottery and developed by Sport England, and aims to help girls overcome the fear of judgement that is stopping too many women and girls from joining in.

This Girl Can took place on the field in the summer term 2017 following the success of the same project in 2016. More than 30 sporting activities were run by students and staff to inspire the RPS community to try something new and get active.

Over 95% of the girls in KS3 and KS4 took part in different events including rowing, boxing, football, rugby, dance, rounders and volleyball.

Feedback from the Development Manager of Youth Sport Trust was enthusiastic with praise for an impressive event and the hard work that preceded it 'to raise the profile of girls PE but also increase girls' engagement and improve their well-being'.

In the same term as the above events Year 7's had a busy couple of months planning for the Bully-Free form judgement morning (July 7th). The quality and variety of students' work was impressive. They demonstrated through portfolio entries, poetry, drama and art a deep understanding of issues raised and commitment to making RPS a bully-free school. All Y7 forms were awarded Bully-free status.

In this same year the school successfully supported a transgender student in Year 11, ensuring that she felt safe and secure as she shared her journey with staff and peers.