



Ensuring equality at Roundwood Park Report for school year 2017-2018

Roundwood Park School (RPS) recognises its responsibility to provide 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.

School Context

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 being white British origin, living in prosperous circumstances. In reality, the school community is significantly diverse adding to the richness of its culture. This is, however, with the potential for individuals or groups to feel "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 potential, to equip them for adult life as valued and valuable members of the community
- Ensure that every student is treated with respect by the staff, by their peers and valued for their individual worth
- Ensure that each gender, 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.

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

Achievements and goals

The following snapshots illustrate what has been achieved over the last academic year with projections into the next.

1. Whilst continuing to promote equality and diversity amongst students as a body, increasing attention is being given this new academic year (2018-2019) to celebrating diversity and ensuring individual wellbeing, both physical and mental.

Mrs Mansfield together with two diversity and wellbeing student champions, drawn from the Student Leadership Group in Year 13, will tackle these matters and continue the drive against bullying of any kind through a variety of activities

e.g. assemblies and themed weeks (Celebrating Diversity, Anti-bullying, Keeping Active etc.).

These goals reflect national concerns and will enable all students to take full advantage of the many and varied opportunities for learning offered at RPS.

2. In September 2017, two Achievement Mentors were employed to work with targeted students to promote self-discipline, raise esteem, reduce consequences and help them thrive. This initiative has proved successful; there has been a notable reduction in consequences for certain targeted students and an improvement in attitudes to learning amongst others requiring support in KS3 and 4.

3. The Curiosity Club was established in September 2017 for students in Y7. It aimed to reduce barriers and diminish the difference between students for whom Pupil Premium is received and other students and develop good learning habits from the start of students' RPS careers. Members of the Curiosity Club attended weekly breakfast sessions and were involved in a variety of projects.

The Curiosity Club has gone from strength to strength with the target cohort having a very successful transition to RPS. Progress data is positive for these students and indicates that they are engaging well with learning across a range of subjects. Parental engagement has also been positive.

Breakfast sessions for the new Y7 intake are continuing to take place with 15 students involved. Previous attendees, students now in Y8, will have monthly meetings and their progress will continue to be tracked. A buddy system will be established between the year groups.

4. The PP Champions programme has continued successfully this year, expanding to 37 Champions across KS3 and KS4. Mrs Mansfield ran two training sessions for new and established champions.

5. This academic year (2018-2019) marks the beginning of a new initiative. The school aims to engage a national charity, "The Brilliant Club", to provide university-based experiences for 12 students across Year 7 and Year 8, with a particular emphasis on targeted disadvantaged students. Students will work on a challenging academic project with a trained PhD student, and will visit an Oxbridge university as well as a London university. They will be graded on their work and attend a graduation ceremony.

6. As in previous years the PE department has promoted equality and student wellbeing through sporting activity. Whilst the number of girls playing football has increased, there is an expectation now that all students in years 7-11 will participate in football in lessons and hope that with the new artificial pitch the number of after school fixtures will increase.

The number of girls participating in Rugby has also increased. There is provision for Girls Rugby in Years 7 and 8 and in Year 9 full participation in the game in lessons.

The following extract from a September edition of Roundup captures the measure of this progress. "On Thursday 13th September, the Roundwood Park Community Pitch, our new artificial pitch, was officially opened by some special guests: David Clarke, the England blind footballer and torchbearer for the 2012 Paralympics, Natasha Dowie, professional footballer and former Roundwood Park student and Alan Smith, the Arsenal and England striker, now a respected Sky Sports pundit. A collaboration between Roundwood Park School, Harpenden Colts, the Football Foundation and Watford FC Community, the new pitch will be enjoyed not only by RPS students but by the wider community for multiple sports, all year round.

Our guests spoke about how fortunate the students and local residents are to have such a fantastic facility on their doorstep. David Clarke commented that, "Sport changes lives for the better" and urged students to make the most of the pitch, which he said, "Is going to be an incredible success". Natasha Dowie, who was touched to be back at Roundwood Park, having left 12 years ago, was delighted to see the new pitch and said that she, "Hoped to see some more professional players, both male and female, that come from Roundwood Park".

Mr Hunter, Head of PE at Roundwood Park, hoped that, as well helping to further develop skills in multiple sports, the pitch would encourage the numbers taking part in girls' football to really grow and stated that the pitch would change sport at RPS for the next 10-15 years.

The Single Equality Scheme can be read on the school's website; any comments on the Scheme and the way it is put into practice are welcome.