



Ensuring equality at Roundwood Park Report for school year 2018-2019

Roundwood Park School (RPS) recognises its responsibility to achieve equality of opportunity and treatment for all students, and to guard against any form of discrimination. The school's policy and practice are 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

The locality of North West Harpenden in which RPS is located, is an affluent area in a commuter town serving London. This affluence is reflected in part in the school community however the underlying demographic is more varied with the potential for some 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, broadly 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 every individual enjoys full and equal access to opportunities for advancement and fulfilment
- Take the opportunities that diversity affords to enrich the experience of 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 increasing attention has been paid to celebrating diversity and ensuring individual wellbeing, both physical and mental. Mrs Mansfield has continued to take a lead in this area, for example by working with diversity and well-being captains to promote celebration of diversity through whole school assemblies (prompting conversations about e.g. values, fairness and tolerance) and events such as a school-wide

diversity and well-being week. This well-received week included activities such as instruction in different languages (Summer 2019) and a Master chef contest on the theme of world cuisine.

2. The well-being action group has expanded this year to include students trained as anti-bullying ambassadors as part of the Princess Diana Award. The individuals selected for training were identified as having leadership potential. They reflect the diversity and individuality of students at RPS and have been visible in school, wearing badges and contributing to feedback to Y7 students during anti-bullying week.
3. Bully-free week (summer term) continues to be effective means of raising awareness of bullying in all its forms. This year (2019) it involved house initiatives including pledges displayed around school and debates about topics such as individuality. Year 7 forms were awarded bully-free status following assessment of work (files, performances, poetry, drama) by panels of governors, staff, Y10 school improvement leaders and the anti-bullying ambassadors noted above. In another development, the Behaviour policy was updated to reflect a stronger anti-bullying emphasis.
4. 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 continues to be highly effective in supporting student progress and well-being.
5. The Curiosity Club was established in September 2017 for students in Y7. It aimed 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 project is expanding (Autumn Tern 2019-2020) to ensure continuing support for founder members as they progress through Years 8 and 9. In a further development (July 2019) a week long summer school was held for incoming students organised by Mr Binks with the aim of ensuring that this year's Y7 cohort get off to a flying start whatever their backgrounds and challenges.
6. Last year saw the introduction of the "Brilliant Club", based on a national initiative aimed at raising expectations and aspirations for disadvantaged students in schools. Twelve students across year 8 and 9 enrolled on the Brilliant Club Scholars Programme, where they visited two highly competitive universities to raise their awareness and aspirations to further education. The students also undertook a challenging yet rewarding written project relating to British political history
7. As in previous years the PE department continues to promote equality and student wellbeing through sporting activity. Mr Hunter, Head of PE at Roundwood Park reports that this year the new 3G pitch has been beneficial in raising standards of sport already on offer. The department is now able to timetable a girls' only football training day and increase the number of girls' fixtures year on year.

Girls rugby at RPS continues to flourish and is strong across the county. Lots of girls have picked up the sport in school and are now joining local clubs in Hertfordshire.

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.