



Equality Objectives 2021/22

For annual review

Overall aims:

- Proactively promote and celebrate diversity in every way
- Eliminate discrimination, harassment and victimisation by promoting attitudes that will challenge discriminatory behaviour
- Advance equality of opportunity between different groups by developing and encouraging varied and diverse involvement in all areas
- Foster good relations between different groups and identify shared interests, mutual respect, and understanding

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|---|---|
| <p>Objective 1</p> <p>To identify and prevent bias and discrimination in all their forms</p> | <p>To improve our systems, and to implement further systems and processes where necessary, for gathering views and tracking and analysing different groups, in order to help us identify existing issues</p> |
| <p>Objective 2</p> <p>To teach and inform, providing continual training for staff on diversity and equalities</p> | <p>To provide continual training on diversity and equalities training for our staff over the course of the year to raise awareness and give all stakeholders the tools they need to challenge discriminatory behaviour and maintain an inclusive environment for dignity and respect.</p> |
| <p>Objective 3</p> <p>To offer a curriculum that is representative of all student groups</p> | <p>To review the curriculum in subject areas, ensuring that positive role models are provided for all of our students, and that different groups are represented in our curriculum offer and practice</p> |
| <p>Objective 4</p> <p>To educate, appreciate and celebrate diversity and equality</p> | <p>To use our assembly, tutor time programme and events to celebrate diversity and for the Ashlyns Community to appreciate their own culture, diversity and their valuable contribution to the school and the wider society</p> |
| <p>Objective 5</p> <p>To review and improve recruitment and employment</p> | <p>To regularly review our employment practices and policies to ensure they are transparent and based entirely on skills and competencies of the specific roles; to ensure recruitment advertising and school website promote inclusivity and diversity</p> |

School Context

Ashlyns is a co-educational, mixed ability secondary school providing for years 7-13 in the town of Berkhamsted. The school is located on the border of Buckinghamshire, which operates a grammar school system.

At present, our students predominantly come from the local feeder schools in Berkhamsted with a small percentage transferring in from outside the local area and from the independent sector. Students come from 31 “feeder” primary schools (September 2021 entry).

Most students (around 89%) come from a white British background with the remainder coming from other backgrounds including Black African, Black Caribbean, Pakistani, Indian, Asian, White and Asian, Bangladeshi, Any Other Mixed Background, and Gypsy Roma.

The percentage of students identified with SEND is currently 14.5%.

Due to the proximity of a sizeable independent school and the mobility of students crossing from Buckinghamshire, the school population does not truly reflect the socio-economic categorisation of the area.

| Characteristic | As of May 2021 | |
|---|----------------|---|
| Number of students | 1395 | |
| Number of staff | 181 | 51 male, 130 female |
| Number of Governors | 12 | 7 male, 5 female |
| Attainment on entry (KS2 APS) | 29.4 | National Average 29.1 Figures relate to 2018/19 Y10 and Y11 (2019 census) |
| Mobility of school population | Low | Low mobility once on roll in KS3 and KS4; some mobility between KS4 and KS5 and during KS5 |
| Students eligible for FSM | 103 7.4% | |
| Students eligible for Pupil Premium | 168 12% | Includes CLA and Sixth Form Bursary |
| Children Looked After | 3 | |
| Deprivation factor | Low | Although designated ‘low’, this is not representative of the school population, with 12% of our students eligible for Pupil Premium |
| Staff with disabilities | 0 | |
| Students with Special educational needs and/or Disabilities | 202 14.5% | SEN support 175 EHCP 27 |
| Students who speak English as an additional language | 57 4% | |
| Average attendance rate | 95.4% | |
| Significant partnerships, extended provision etc. | | Dacorum Teaching Schools Alliance Dacorum Association of Secondary Schools West Herts College Dacorum Education Support Centre Primary “Feeder” Schools Berko-Astro CEIAG D Ritchie Associates Breakfast Club / Homework Club Extra-Curricular Activities |
| Awards, accreditations, specialist status | | Sports Leader Academy |

