Equality Objectives 2026/27

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

Objective 1 **To identify and prevent bias and discrimination in all their forms**	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
Objective 2 **To teach and inform, providing continual training for staff on diversity and equalities**	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.
Objective 3 **To offer a curriculum that is representative of all student groups**	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
Objective 4 **To educate, appreciate and celebrate diversity and equality**	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
Objective 5 **To review and improve recruitment and employment**	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

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 local schools in Berkhamsted with a small percentage transferring in from outside the local area and from the independent sector. Students come from 30 primary schools (September 2026 entry).

Most students (around 82%) 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 22%.

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 October 2026**	
Number of students	1549	
Number of staff	218	55 male, 163 female
Number of Governors	12	4 male, 8 female
Attainment on entry (KS2 Scaled Scores)	107 Reading 105 GPS 106 Maths	National Averages: 106 Reading, 105 GPS, 105 Maths. Figures relate to 2025/26 Y7
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	202 13%	
Students eligible for Pupil Premium	175 11.3%	Includes CLA and Sixth Form Bursary
Children Looked After	1	16 PLA
Deprivation factor	Low	Although designated ‘low’, this is not representative of the school population, with just over 11% of our students eligible for Pupil Premium
Staff with disabilities	4	
Students with Special educational needs and/or Disabilities	336 21.7%	SEN support 280 EHCP 56
Students who speak English as an additional language	98 6.3%	
Average attendance rate	93.7%	
Significant partnerships, extended provision etc.		Chiltern Teaching School Hub Dacorum Teaching Schools Alliance Dacorum Association of Secondary Schools West Herts College Dacorum Education Support Centre Primary “Feeder” Schools Berko-Astro CEIAG - Jo Scurlock Associates Breakfast Club / Homework Club, Extra-Curricular Activities