

Equality Statement and Objectives

King's College London
Mathematics School

Monitoring and reviewing

	Name	Date	Role
Revised	Dan Abramson	18/11/19	Head Teacher
Ratified	Education Committee	28/11/19	Governors
Next review	Education Committee	Autumn 2, 2020	Governors

Equality Statement

KCLMS is committed to promoting and achieving equality of opportunity for all students, parents/carers, staff, Governors, visitors, suppliers, former staff members, and potential staff members (job applicants). KCLMS aims to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

KCLMS does not discriminate against individuals on the basis of their

- age
- disability
- gender reassignment
- marital or civil partner status
- pregnancy or maternity
- race, colour or nationality
- religion or belief
- gender
- sexual orientation

(the protected characteristics as defined by law)

or on the basis of trade union membership, or the fact that a member of staff is not full-time and/or permanent.

KCLMS pays close regard to government guidance in this area, in particular The Equality Act 2010 Departmental advice for school leaders, school staff and governing bodies in maintained schools and academies published in May 2014, and we are committed to fulfilling our responsibility to: eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Our Aim

We aim to increase substantially the pool of high attaining and well trained young mathematicians in this country. We will do this first by recruiting intensively among young people with mathematical curiosity who currently have limited access to high quality sixth form provision, and second by providing them with a curriculum which will offer challenge, creativity and excitement.

Areas of Focus

Our equality objectives relating to students are focused on:

- admissions, through the representation of students from all backgrounds
- on the attainment and progress of students during their time at our school
- in the destinations and progress of students beyond school
- the culture of equality in the school and the behaviour of our students regarding their respect for and championship of equality for all.

Our equality objectives relating to staff are focused on

- diversity on our staff body, on our governing body and in our pool of visiting speakers, who act as role models to our students
- engendering a positive culture of equality in all areas relating to staff including recruitment, performance management and pay, representation at all levels of leadership within the school.

Data analysis and Tracked groups

We will record and analyse data at each of the following stages for each student cohort:

- Admissions
- At each of five internal assessment points that take place in year 12
- At each of four assessment (three internal and one external) points that take place in year 13
- On graduation from KCLMS, looking at progression to higher education and/or the workplace

At each stage we will compare data from the following groups:

- Students from financially challenging backgrounds (CB), in that they meet one or more of the following criteria:
 - they are eligible for Free School Meals, or were eligible for Free School Meals in any of the last six years;
 - their families receive Child Tax Credits, Working Tax Credits, or Universal Credit;
 - they are in Acorn categories 4 (financially challenged) or 5 (urban adversity).
- Students who have no parental history of higher education (NPHHE)
- Students of different genders
- BME (Black, Minority, Ethnic) students
- Students with SEN(D).

We will record and analyse anonymised and optionally provided data relating to the protected characteristics of staff applicants to the school.

Equality Objectives 2019-20

- Admissions objective:
The school maintains similar proportions of enrolled students in groups that are currently under-represented in the mathematical sciences (Female students, CB, FSM, BME, NPHHE).
- Attainment and progress objectives:
Continue to improve the consistency of attainment and progress of students from backgrounds that are under-represented in the mathematical sciences.
- Through the school's work with Gender Action, to effect meaningful and positive change in the school's policy and practice around gender equality.
- To continue to ensure that female and BME speakers are well-represented in our visiting speaker programme.
- That 100% of students and staff in anonymous surveys agree that all students and staff are treated equally, regardless of race, sexual orientation, sex, disability, faith or gender identity.

The attainment/progress target and also the gender equality target have both been highlighted as headline targets for KCLMS in 2019-20.