**Gender, Equality and Diversity Statement 2022**

**The Challenges**

Hornchurch High School student body has a predominantly white British population. There is below average diversity in terms of racial representation. This lack of diversity can risk unconscious bias.

Use of derogatory language has been identified as an issue in some groups.

Site is difficult to manage for wheelchair users and visually impaired students

**What issues are raised by staff, students and parents?**

The recent OFSTED report indicates that there is evidence to say that some incidents of racial discrimination are going unreported. This is supported by student voice, and steps have been taken to support and encourage reporting of such incidents.

Some students have said that the use of derogatory language by other students is an issue on occasion.

The site has several teaching blocks, and not all blocks have lifts.

There are several areas with slopes and steps, which need adjustment if they are to be safe for wheelchair users and visually impaired students.

**Actions which have been taken to ameliorate the challenges**

* Data has been examined to see if there is evidence to say that BAME students are being disproportionately affected by sanction systems in terms of exclusions, isolations and so on
* Training has been given to students regarding the use of derogatory language, and the importance of reporting such incidents as and when they arise
* Clear logs are regularly checked for bullying and racially motivated negative incidents in school
* A wider cultural influence has been introduced into the curriculum from years 7-11 to reflect a wide range of authors, scientists, mathematicians and artists from across the world
* There are key members of staff to assist with lift access in blocks where there are lifts, for students with mobility issues
* The timetables of students with injuries are adjusted to allow classes to be moved, or work to be set for students in a supervised setting
* The site has had repairs / improvements to steps and paved areas, all posts have been painted yellow to show the end of a rail or a change of level / direction of a barrier

**Success criteria**

* There will be no evidence of a negative bias in the sanction system by the end of the academic year 2021-2
* The reporting of incidents of use of derogatory language will be the norm, and incidents will drop quickly, and then not feature in the school community
* Logs of bullying and racial incidents will reduce
* The education regarding multi-cultural scientists, authors, artists and sports people will be seen throughout the curriculum
* All students will be able to access lessons successfully, or to have suitable adjustments made to their timetables if the problem is short term
* All visually impaired students will be able to move safely around the site