



King Edward VI College Equality Objectives 2024-27



Equality Objective	Planned actions	Who	Monitored by	Progress and impact
1. We will promote cultural understanding and awareness of different beliefs between different groups within our college community	i. The KEDS framework is built around ideas of respect, humility and mutual co-operation: this will help us to teach these behaviours in tutorials, assemblies and in other places	Vice Principal	Principal	
	ii. Student enrichment groups based around religion and identity will be tasked with promoting cultural understanding as part of their brief	Assistant Principal (Student Journey)	Principal	
	iii. The EDI group will produce a number of events throughout the year aimed at promoting cultural awareness and understanding	Vice Principal	Principal	
2. We will seek to address under-representation of staff with different protected characteristics, including at senior and governance levels	i. We will update our adverts to encourage people from different groups to apply	HR Manager	Principal	
	ii. We will actively seek governors from different backgrounds	Principal	Chair of LGB	
3. We will monitor and promote the involvement of all groups of students in enrichment and super-curricular activities	i. We will track involvement of different groups in enrichment, Aspire and student leadership	Assistant Principal (Student Journey)	Principal	
	ii. Where we find there are patterns of lack of participation for different groups, we will take remedial action	Assistant Principal (Student Journey)	Principal	



King Edward VI College Equality Objectives 2024-27



Equality Objective	Planned actions	Who	Monitored by	Progress and impact
4. We will work to close gaps in attainment and progress between students from different groups, with particular regard to the long-standing gap between students from lower and higher income backgrounds	i. We will continue to monitor the achievement and progress data of different groups	Vice Principal	Principal	
	ii. We will take remedial action where patterns in data or student feedback give us good evidence that there is a problem	Vice Principal	Principal	
	iii. We will embed consistent routines in our behaviour policy, in lessons and across college, based on OECD evidence that schools with better discipline and routines allow people from lower income backgrounds to do better	Principal	Chair of LGB	
	iv. We will subsidise students from low-income backgrounds to attend the more expensive trips and visits that are not covered by bursary, and monitor our trips and visits to ensure that inequality is not being embedded there	Assistant Principal (Student Journey)	Principal	
5. We will reduce the incidence of discriminatory behaviour by students at the college, with particular regard to sexist language and behaviour	i. We will continue to track and monitor discriminatory behaviour, and use this information to inform the planning of tutorial and wider curriculum	Vice Principal	Principal	
	ii. We will use tutorial and assemblies to promote a strong understanding of unacceptable behaviour and to report it	Vice Principal	Principal	