Review of Equality Objectives July 2025

The School has set the following overarching Equality Objectives to support our work in the field of Equality and Diversity:

Aim 1: To communicate thoughtfully

Everyone is entitled to be listened to and understood

We will offer a programme of events, including school wide assemblies, that will embrace diversity, encourage positive attitudes and understanding of other cultures and religions.

Review: **Communication in all its forms is a top priority. We have significantly improved our 'pupil voice' and all pupils have input into decision making. Whether this is through the weekly student council meetings or by completing surveys about aspects of school life such as school dinners, our pupils are encouraged to develop and express themselves. Communication is woven throughout our core curriculum where pupils develop their self-expression through creative arts, build confidence during outdoor education lessons or learn about everyday communication in Life Skills. Another example has been our recent revamp of the work experience programme, during which placements were chosen based on pupils aspirations and personalised goals. In addition, we run individual SALT interventions as well as SMILE therapy trips which allow our pupils to make increased progress in real-life and meaningful contexts.**

Our calendar of events cater for all, and are supported by our very own Southbrook Sapphires; a fully inclusive, pupil-initiated cheerleaders.

Aim 2: To celebrate community engagement

We take a school wide approach to actively promoting acceptance of difference within our community. Working on the principle that our children our pupils will form a vital part of their communities, We will demonstrate our commitment to inclusivity through celebrating their achievements in school and in the local community through work experience placements, hosting training events, regular off-site visits, communication interventions in off-site contexts and by participating in community based events where possible.

Review: **We take every opportunity to be part of the local community. We engage with community events, recently supporting our neighbours with projects in their gardens. We have planted trees with Devon Wildlife Trust and we visit Lucerne House residential home each week. In fact, we are hosting a coffee morning with the residents very soon.**

Our work experience programme has been revamped, with all of our Year 10 pupils engaging with individualised placements within their own local community.

We love nothing more than celebrating pupil achievements that have taken place outside of school, with many of our young people celebrating sporting awards. Our KS4 pupils have completed the bronze Duke of Edinburgh award, completing camping, expeditions and volunteering, while also engaging in fortnightly adventurous activities at Haven Banks. We have made connections with Dawlish Garden Trust, where our pupils complete vocational

learning and from next year (Sept. 2025) our Year 11 will access vocational learning at Combe Pafford.

Aim 3: To respect all

We want our school to be a safe and secure place for everyone. We do this through demonstrating strong mutual respect and kindness. We aim to encourage and support one another at all times. We are polite and respectful to everyone we meet, greeting people with friendliness and kind words, and where this is not the case, we capitalise on the opportunity for further education.

We value everyone regardless of their age, race, religion, gender, sexuality or ability. We recognise that this does not always involve treating everyone in the same way; some people may need additional help from us.

Review: **Our PSHE lessons are a core part of our curriculum and our pupils learn about equality, diversity, tolerance, respect for others and themselves. In addition, key themes are threaded through the rest of the curriculum, learning about religions in Humanities or sportsmanship in PE. We run a number of interventions in social skills and our clubs encourage socialisation across year groups.**

We have a robust behaviour policy, and where there are incidents of disrespect these are followed up thoroughly, using a combination of a relational approach and clear expectations.

Our vocational learning programme includes learning about hospitality, and our pupils enjoy serving others and taking on roles of responsibility. Respect is promoted in all its forms, though the curriculum, interventions, community visits, trips, therapies, playtimes, in school and at home.