



# Equality Objectives

Our aim at John Flamsteed Community School is to enable all students to meet or exceed their academic and social potential.

Our equality objectives are to:

- Ensure that curriculum and teaching is ambitious for students who all students regardless of their starting points, with an enhanced focus on those who are disadvantaged (eligible for the pupil premium) or have a special educational need or disability
- Close gaps in attendance between vulnerable groups of students and the rest of the school support from pastoral teams to ensure they are making good progress
- Use additional funding to target additional support to tackle gaps in knowledge, skills and understanding in individual or groups of students
- Promote an environment where all students are free from any discrimination in terms of race, gender, sexuality, religion or any other protected characteristic.
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all students.

## Metrics for Equality Objectives

Student Monitoring Information	2023/2024		2024/2025	
	School (839 students)	National % (England, 2023–24)	School (832 students)	National % (England, 2024–25)
Female pupils	50.40%	<b>49.30%</b>	50.72%	<b>49.10%</b>
Male pupils	49.50%	<b>50.70%</b>	48.86%	<b>50.90%</b>
Minority ethnic background	5.60%	<b>37.80%</b>	5.40%	<b>38.00%</b>
Pupils with SEND (total)	11.44%	<b>18.40%</b>	14.66%	<b>19.50%</b>
Pupils with SEND Support (no EHCP)	8.93%	<b>13.60%</b>	11.29%	<b>14.20%</b>
Pupils with SEND and EHCP	2.50%	<b>4.80%</b>	3.36%	<b>5.30%</b>
Pupils with EAL	1.07%	<b>20.80%</b>	0.96%	<b>20.80%</b>
Pupils eligible for FSM (Ever 6)	16.40%	<b>24.60%</b>	18.75%	<b>25.70%</b>

Attainment and Achievement	2024/25 Outcome	2025/26 Target FFT5	2026/27 Target FFT5
% of students achieving Grade 5+ in E&M	61.1%	68%	68%
All students average grade (Avg A8 grade)	5.31	5.71	5.70
All students Progress 8	-	-	0.49
% of female students achieving Grade 5+ in E&M	63.3%	68%	68
Female students average grade (Avg A8 grade)	5.54	5.83	6.0
Female students Progress 8	-	-	0.53
% of male students achieving Grade 5+ in E&M	59.0%	68%	68%
Male students average grade (Avg A8 grade)	5.07	5.60	5.40
Male students Progress 8	-	-	0.44
% of Disadvantaged students achieving Grade 5+ in E&M	32%	61%	68%
Disadvantaged students average grade (Avg A8 grade)	3.98	5.05	5.23
Disadvantaged students Progress 8	-	-	1.0
% of minority ethnic background students achieving Grade 5+ in E&M	72.7%	90%	100
Minority ethnic background students average grade (Avg A8 grade)	5.13	6.42	6.38
Minority ethnic background students' Progress 8	-	-	0.92
% of students with EAL achieving Grade 5+ in E&M	75%	68%	68%
Students with EAL average grade (Avg A8 grade)	4.41	5.47	7.10
Students with EAL Progress 8	-	-	1.34
% of students with SEN achieving Grade 5+ in E&M	33.3%	68%	68%
Students with SEN average grade (Avg A8 grade)	4.0	4.70	4.51
Students with SEN Progress 8	-	-	0.42

<b>Attendance</b>	<b>2024/25 Outcome</b>	<b>2025/26 Target</b>	<b>2026/27 Target</b>
% overall student attendance (statutory target)	92.9	95	95
% female student attendance	92.3	95	95
% male student attendance	93.4	95	95
% Pupil premium student attendance	87.1	95	95
% EAL student attendance	92.8	95	95

Date: February 2026

Review Date: February 2027