

	<b>Delivery (High Quality Learning Environment)</b>	<b>Leadership (Pursuit of Excellence)</b>	<b>Impact (Achievement for All)</b>	<b>Experience (Valuing People and Extending Boundaries)</b>	<b>Uptake (Achievement for All)</b>
<b>Area of focus</b>	To ensure that students recognise and learn about the diversity of their local community and wider world through the taught curriculum.	Ensure that maternity/paternity and shared parental leave rights are fully understood and supported to enable flexible working requests and retain our staff.	Develop understanding within the college community of toxic masculinity and how awareness can improve our care and compassion for all.	Raise awareness of how physical disabilities can impact on movement and how these can be overcome to take part in sports.	Encourage, through the use of resources, funds and Pupil Premium, that all students attend and engage fully with the taught and broader curriculum offer. Deliver the requirements of the PP Charter and ensure that CEIAG provision helps reduce barriers for engagement and longer term ambition
<b>How we intend to meet our DEEI Objectives</b>	Ensure that schemes of learning for PHSCE programmes reflect a World View dimension and a consideration of British Values and what these mean in today's society. Ensure that the Tutor programme, delivered via the vertical system, and house assemblies are considerate of the local community and wider world issues to promote understanding and a growth of knowledge. Ensure the delivery of PLEDGES capitalises on opportunities that exist within the taught curriculum	HR and Senior staff are aware of the variety of options for parental leave and encourage staff to discuss these with HR when appropriate.  Collect feedback from returning staff about the support they received from the college with their parental leave.	Deliver a whole staff training session on what Toxic Masculinity is – how to be aware of it and what steps staff can take to positively impact the culture of discussions and stereotypes in college. Increased understanding of toxic masculinity from staff and students collected in feedback and surveys.	Work with Power2Inspire to deliver an annual PowerHouseGames competition where students from all houses will compete in a multi team inclusive sports event. Collect views and feedback from staff, students and sports leaders about their experience and how their awareness and understanding of disability and the importance of inclusion has grown	Destination data tracked for protected characteristics. Publish attainment data each academic year showing how pupils with different characteristics are performing. Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information. Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.
<b>Who is leading on each objective</b>	SGD as lead for PD / JKE as lead for PSHCE and senior tutors to oversee quality tutoring	Principal and HR	TLA as DEEI lead and SGD as lead for PD	BCR/PSR Review March 2025	Tasked to SLT for individual lines of responsibility