



The school's population reflects the region it serves in terms of ethnicity and our gender balance reflects uptake in STEM more broadly. Our focus in the coming year is to ensure equality of access for disadvantaged students and to ensure those students benefit equally from attending EMS.

Improve access to EMS for students from low-income households

We aim to support students that have the potential to thrive mathematically, to fulfil their potential regardless of their background.

The selective nature of our school means that students' prior achievement has a significant impact on their ability to gain entry to the school.

We will aim to "level the playing field" by supporting students from disadvantaged backgrounds to prepare for the admissions process.

We will prioritise disadvantaged students to attend outreach activities from year 6 to year 11 with the aim of developing their experience of, confidence in, and enthusiasm for mathematics and its applications.

Support all students, particularly the disadvantaged

We aim to create a learning environment that is free from discrimination and is nurturing and supportive of all.

We will continue to identify our most vulnerable students and ensure that they are supported to enable them to achieve their potential. We will monitor their progress to ensure that the support they receive is effective.

We will continue to have a demonstrably positive impact of the achievements and experiences of underrepresented students, including female students, using evidence to inform our practice and taking care not to have a detrimental impact on any group of students.

Ensure equality of access to training and support for members of staff

Communicate policies and practices clearly to ensure that all members of staff are equally aware of opportunities and are supported to benefit from them.

We will launch additional policies relating flexible working and development and training, with the aim of supporting the wellbeing of all staff and to minimise barriers to participation.

We will improve the induction process for staff to include awareness of the policies and practices that impact them.