

LANCASTER GIRLS' GRAMMAR SCHOOL

Equality Objectives: 2015 – 2020 (Reviewed June 2017)

In line with our duties under the Equality Act, we are reviewing our existing practices in relation to equality and considering objectives to help us improve further. These are our objectives for the period 2015-2020, which are reviewed annually. Objective 2 has been introduced in 2017 to reflect the importance of widening access.

Issue	Action/Strategy	Resp.	Intended outcome/success criteria	Evaluation and <i>new priorities</i> June 2017
1. Eliminating discrimination, promoting equality and celebrating diversity	Publish and promote the Equality Policy and Plan through the school website, newsletters, assemblies, and staff meetings.	HT	Staff, students and parents aware of Policy and Plan; staff apply its principles at all times	Equality is included as a key value in the school's new vision and values statement. <i>Continue to promote.</i>
	Involve pupils, parents and staff more in the review and monitoring of the Equality Plan and Policy.	HT	School community involved in monitoring and suggest further improvements and priorities	Pupil Attitude Questionnaires used with Y7, 8 and 11 pupils show a very inclusive community. <i>Include more specific equality questions on some of the parental questionnaire during 2017-8.</i>
	Continue to provide opportunities for pupils, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different schools and communities through the school's International programme including the Chinese homestay programme and more locally based enrichment opportunities.	HT	Established links with other schools and communities in this country and elsewhere.	School successfully re accredited with International Schools Award 2016. Chinese Homestay to be reviewed for 2017-8. <i>Scope to further develop sixth form placements with local primary schools.</i> Cadet programme expanding. Science links with other schools through Ogden Trust and Science week June 2017.

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	Ensure the promotion of positive attitudes towards disabled people and those with different religious beliefs through the celebration of diversity in assemblies, displays and curriculum materials	HT	Frequency and diversity of celebrations, excellent attitudes, high standards, low/zero discrimination	<p>Pupil Attitude Questionnaires continue to show excellent attitudes towards inclusion.</p> <p><i>Continue to monitor bullying incidents.</i></p> <p><i>Introduction of new PSHE/Citizenship programme 2017-8</i></p> <p><i>Visit by theatre company planned 2017-8 focusing on refugees</i></p>
2. Seek to widen access to LGGS and promote social mobility	Monitor admissions data to evaluate impact of FSM oversubscription criteria, review entrance exam arrangements and promote opportunities for students of all backgrounds to visit the school	HT	LGGS intake to be more representative of local community in terms of ethnicity, % FSM.	<p>Changes to over subscription criteria and promotion of opportunities for disadvantaged pupils has led to an increase in the number of Pupil Premium students particularly KS3 and sixth form.</p> <p><i>Seek to carry out more outreach work with schools that don't have a tradition of sending pupils to LGGS.</i></p> <p><i>Investigate possible changes to the entrance test –possible 2019 entry.</i></p> <p><i>Work more closely with primary schools and build on existing links (Willow Lane governor, Mental Health network)</i></p> <p><i>Continue to track progression data for groups of students</i></p>

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3.Narrow any gaps in achievement between different groups	Continue to monitor the progress made by different groups in school at every data event and put in place intervention when necessary e.g. SEN, Students new to sixth form, disadvantaged, ethnic groups	SLT	School data shows little variation in progress made by different groups and .progress is significantly positive.	2016-7 Introduction of new style IEPs. Monitoring of groups at every data event, annually report progress of groups. <i>2017-8 Greater focus on induction for sixth form students, which will particularly benefit students new to the school.</i>
	Continue to monitor attendance of different groups at least termly and put in place intervention when necessary	SLT AHKS4	Improvement in SEN attendance, which is below whole school.	Attendance being monitored, revised attendance policy – improving picture for SEN
	Ensure that Disadvantaged Pupils funding money is targeted and used in the most effective way	HT	Improvement in progress of disadvantaged pupils and other key groups so that it mirrors whole school.	Report on use of PP money made to Academic June 2017. <i>Review impact of spending and learn from good practice. Evaluate impact of new Learning Mentor</i>
4.Narrow any gaps in participation in school life between disadvantaged pupils and other pupils in Years 7 to 11 and internal/external students in the sixth form.	Continue to publicise the use of Disadvantaged Funding to support participation in school visits and Duke of Edinburgh schemes Continue to publicise to parents the significance of registering for FSM if eligible Monitor participation rates in School Council, school visits, sporting clubs and activities and the D of E scheme Monitor involvement rates by sixth formers –house activities, visits and leadership opportunities	HT	School data shows closing gaps in participation	Significant increase in PP Y7 and bursary sixth formers 2016-7. Audit taken place of Y12 involvement in school life and leadership High levels of involvement in school opportunities by disadvantaged pupil. New initiatives introduced – books from visiting authors bought for disadvantaged pupils.

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<p>5. Encourage a more open climate in school where any bullying, particularly related to LGBT and hostile attitudes towards different groups are reported.</p>	<p>Anti-bullying groups set up Anti-bullying mentors/ ambassadors trained Incident/concern reporting sheet to be used by staff Staff training in dealing with radicalisation and extremism</p>	<p>HT All staff</p>	<p>Improved responses on the PAQ about talking to someone in school More accurate monitoring of concerns</p>	<p>Anti bullying group been successful in raising profile and leading assemblies and tutorial slots. Group's remit widened to include well being. New ambassadors recruited for 2017-8. Equality group set up but limited take up. <i>Re- launch 2017-8.</i> <i>Work towards Stonewall accreditation</i> Staff on line training in prevent taken place 2016-7. <i>Continue to review.</i></p>