

Lady Margaret School - Information demonstrating how the school is meeting the aims of the general public sector equality duty

Reviewed June 2018 - Next Review Date Summer 2019

Lady Margaret School Equality Information & Objectives	How we are meeting the aims of the general public sector equality duty				
	February 2016 – July 2016	2016 – 2017	2017 – 2018	2018-2019	2019 - 2020
1. To close gaps in attainment and achievement between students and all groups of students; especially girls eligible for Pupil Premium and Pupil Premium +, students with special educational needs and disabilities, looked after children and students from different ethnic groups.	Monitoring and intervention grid for Pupil Premium students set up in years 9 and 10. Programme of support to address issues from end of year exams. Use of Pupil Premium funding for small group tuition in GCSE Maths Year 11. Targeted group of students taken to PiXL English conference (Pupil Premium and Pupil Premium+)	Appointment of Deputy Headteacher with responsibility for pupil progress and Acting Assistant Headteacher with responsibility for Looked After Children	Heads of Year appointed and established PPCoordinator for KS3 in post and impact assessed (see report from SIP) SDP focus: all pupils make progress	Embed new structures introduced 2017-18 with new pastoral team and PP coordinator. All teaching staff to have a Performance Management target focusing on achievement of PP students New SENDCo qualified and new team in place. Personalised provision for LAC students in Year 11 with support from H&F.	
2. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.	Religious Studies curriculum – Year 7 to 9 different world religions. Year 8 mosque visit. School assemblies, eg Holocaust memorial. School Chaplain	New Religious Studies Scheme of Work on comparative religions. School assemblies. Increase visits and experiences. School Chaplain	Continued work by school chaplain in arranging speakers Development of links with community and other schools (Sixth Form, tri-borough visits, charity	Chaplain continues to build links with wider community. Girls from different religious and ethnic groups involved in student leadership	

			links with Glass Door) Develop programme of assemblies led by form groups Centenary '100 women' programme	Develop Sixth Form links with other schools Involve more students in leading assemblies.	
3. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership and student voice opportunities, especially students with special educational needs or those identified as Pupil Premium.	Establishment of Student Council and student voice opportunities around garden project. Behaviour Policy and rewards in school. Targeted involvement of vulnerable students in these groups.	Monitoring system for all school visits/activities to analyse involvement and participation of all students	Clear overview of school trips across the year Evaluate participation in extra-curricular activities Senior Order well-established as leaders Appoint House Captains from KS3 to work with Sixth Form PP students to lead in Centenary planning	Appointment of 'Middle Order' in Year 10 and Academic Prefect team have a greater role in school Student Voice a significant feature of Research and Development projects led by staff as part of CPD. Monitor involvement in and provision of extra-curricular activities more closely.	
4. To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.	Installation of two interactive SMART screens, one in the SEN area.	Improvement to pathways for increased disability access.	Garden development to be completed	C Block refurbishment including ICT equipment supports this objective.	
5. To reduce the incidence of the use of homophobic, sexist and racist or extremist language by students in the school through the promotion of our Christian faith and British values.	Visiting speaker programme – Sir Vincent Fean. International Women's Day event with eleven speakers. Me and You workshop. Beliefs and Values Scheme of Work Year 12/13.	Audit of the PHSE Scheme of Work to highlight and tackle homophobic, sexist and racist/extremist language. Development	PSHE to be re-planned by new HOY team Develop established links with outside speakers	PSHE reviewed and planned for 2018-19 by the HOY team with input from tutors. International	

	Staff PREVENT training. Behaviour Log to monitor exclusions for homophobic, sexist and racist or extremist language.	of speaker programme and supporting workshops. International Women's Day		Women's Day panel event to be repeated 2019 if possible. New Behaviour Policy embedded and is rooted in Christian values of the school.	
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