

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

Reviewed June 2020 - Next Review Date June 2021

Lady Margaret School Equality Information & Objectives	How we are meeting the aims of the general public sector equality duty				
	March 2020 – July 2020	2020 – 2021	2021 – 2022	2022 - 2023	2023 - 2024
<p>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.</p>	<ul style="list-style-type: none"> • All staff have a target related to the progress of students in receipt of PP funding • PP coordinator and Heads of Years continue to monitor progress of students • Provision for vulnerable students and effective communication with carers and key workers central to work of DSL and HOYs during lockdown • SEND team and LSAs work closely with HODs on supporting SEND cohort and ensuring staff are updated regularly 				
<p>2. To promote cultural understanding and</p>	<ul style="list-style-type: none"> • During Lockdown, daily emails to 				

<p>awareness of different religious beliefs between different ethnic groups within our school community.</p>	<p>students reinforce school priorities and values for all</p> <ul style="list-style-type: none"> • In school, support to continue, for example, for students fasting during Ramadan • Head of RS has communicated to all students following events May-June 2020 in relation to Black Lives Matter campaigns. 				
<p>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.</p>	<ul style="list-style-type: none"> • Head of PE and Wellbeing appointed for September 2020 • Line management meetings include focus on trips and extra-curricular provision • During Lockdown, Heads of Departments have promoted online resources and lecture available to students. 				
<p>4. To support the education and personal development of vulnerable students including LGBTQ+ students.</p>	<ul style="list-style-type: none"> • Plans for Pride Week at LMS to be amended given 				

	<p>Lockdown arrangements</p> <ul style="list-style-type: none"> • Support for individuals facing gender identity issues on a student by student basis. 				
<p>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.</p>	<ul style="list-style-type: none"> • Heads of Years and SLT continue to respond swiftly and decisively to all incidences of bullying • All assemblies and thoughts for the week reflect the Christian ethos of the school 				