



Celebrating commitment to equality

Objectives and the Equality Duty: 2015-2018 Lancaster school

Objectives chosen by Lancaster School will support our three main aims by:

1. Promoting equality of opportunity for members of identified groups
2. Eliminating unlawful discrimination, harassment and victimisation
3. Fostering good relations between the different groups of students

How we chose our equality objectives:

Our equality objective-setting process has involved gathering evidence as follows:
 Performance data, data on ethnicity, religion or belief, socio-economic background, gender and gender identity, disability, sexual orientation and age, and seeking the views of stakeholders

Lancaster School Equality Objectives

1. To raise rates of progress between existing students and those joining the school from other providers within 6 months of joining the school.
2. To improve attendance for those students with a high level of medical need across the academic year by minimising incidental absences.
3. To reduce the number of recorded incidents involving the top 3 most vulnerable students.
4. To ensure all policies contain Lancaster School’s Equality statement, as part of the annual/biannual review of policies.

Equality Action Plan				
Objective 1	How will the impact of the action be monitored?	Who is responsible for monitoring?	What is the timeframe?	Success measures
To raise rates of progress between existing students and those joining the school from other providers with 6 months of joining the school	Baseline Assessments on entry, with Baseline meeting with parents/carers within a half term of entry.	Class teacher	Within 6 months of a new student’s start date	The individual student’s progress will be in line with expected progress
	PSHE profile to establish social and emotional baseline.	Class teacher		
	Annual Reviews	SLT/parents/carers		

	Learning Conversation Days Care Plans Positive Behaviour Plans	Class teacher /SLT/parents/carers Class teacher/Nurse/Rehab assistants/parents/carers Class teacher/Deputy Headteacher		
Objective 2	How will the impact of the action be monitored?	Who is responsible for monitoring?	What is the timeframe?	Success measures
To improve attendance for those students with a high level of medical need, across the academic year, by minimising incidental absences	Analysis of attendance data Letters to parents/carers Medical notes Face to face mtgs with parents/carers Engagement with attendance officers at LA	SLT/ Governors SLT/parents/carers Class teachers/parents/carers Class teachers /SLT/parents/carers SLT	Sept – July	Attendance figures will reach yearly target and individual student's attendance will be improved year on year 2015 - 2018
Objective 3	How will the impact of the action be monitored?	Who is responsible for monitoring?	What is the timeframe?	Success measures
To reduce the number of recorded incidents involving the top 3 most vulnerable students will	Behaviour logs and analysis Positive Behaviour Plans monitoring	SLT Class teacher/parents/carers	Sept – July yearly	There is a drop in the number of incidents involving the top three most vulnerable students from the start to the

<p>decrease across the academic year</p>	<p>Annual Reviews paperwork</p> <p>Inter-agency partnership working minutes</p> <p>Home –school liaison and mutual support conversations and written records</p>	<p>SLT/ class teacher/parents/carers</p> <p>SLT/Class teacher /parents/carers</p> <p>Class teacher /parents/carers</p>		<p>end of each academic year 2015 - 2018</p>
<p>Objective 3</p>	<p>How will the impact of the action be monitored?</p>	<p>Who is responsible for monitoring?</p>	<p>What is the timeframe?</p>	<p>Success measures</p>
<p>4. To ensure all policies contain Lancaster School's Equality statement, as part of the annual/ biannual review of policies.</p>	<p>Governors meetings and committees as part of the review cycle</p>	<p>Governors/SLT</p>	<p>All policies will include an Equality reference by July 2018</p>	<p>All statutory policies will include the Equality reference to reinforce the school's commitment to equality</p>