



## Equality Objectives – November 2017

Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Early success indicators
Continue to publish and promote the Equality Policy and any changes through the school website and staff meetings to ensure all members of the school community buy into this approach.	<p>Parental feedback /staff feedback.</p> <p>Staff will understand and make decisions which offer and promote a sense of equality within the school community.</p> <p>Provision mapping data will allow analysis of access to extra curricular experiences and trips and enable reasonable adjustments to be made, where necessary.</p>	LME / JNA	<p>Termly analysis of Provision Map data.</p> <p>Pupil voice to coincide with whole school QA cycle.</p> <p>Impact analysis to be complete by September 2018.</p>	Staff are knowledgeable with regard to the key principles of the Equality policy and how they contribute to maintaining an inclusive school.
Establish a forum for greater parental discussion regarding Equality issues.	Reduction in the number of issues arising overall, following a potential increase in the number of issues raised once parents feel comfortable with the additional opportunity for open discussion.	LME/JNA	Clear forum established and shared with staff by January 2018, with opportunities for forums in place for the remainder of the academic year.	Parents have more opportunities to discuss equality issues and their views will be heard.
Record and analyse all incidents of bullying by race, gender, sexual orientation, disability and religion.	Data will be used to assess the school's response to incidents of bullying and to improve practice.	LME/JNA	Ongoing	Patterns of bullying incidents within specific groups are reduced and diminished.

<p>Improve the quality of support for pupils in all vulnerable groups in the classroom.</p>	<p>Data will be used to assess the progress of the pupil groups and data from Behaviour watch.</p>	<p>LME/JNA</p>	<p>Ongoing</p>	<p>Reduced incidents within the classroom from vulnerable groups of pupils.</p>
<p>Monitor changes to curriculum pathways to ensure that they result in good outcomes for pupils in all vulnerable groups, supporting in particular those students who have been following the nurture pathway in their initial time at Loreto.</p>	<p>Options process for current Year 8s will include alternative pathways – more relevant choices for pupils.</p> <p>Students from the Year 8 nurture group will be supported through the options process and through conversations with the students and their parents, they will feel confident in any choices that they make.</p>	<p>LME/JNA/TWI</p>	<p>By September 2018</p>	<p>Pathways and plans in place for the students who have been part of the nurture group in year 7 and 8 to ensure that they have a smooth and positive transition into year 9 with effective support as they will be required to access more of the main school systems than the nurture group had afforded.</p>