

Appendix 1 – Equality objectives for Lancaster High School

Objective	Actions	Success criteria	Time Scale	Monitoring process	Who
To achieve a better understanding of the overseas qualifications of candidates for appointment.	<ul style="list-style-type: none"> To ensure colleagues involved in recruitment have a clear understanding of possible overseas qualifications and how this fulfils the Academy's obligations for offering posts where a certain standard of education is required e.g. teaching positions. To ensure safer recruitment training is in place for all relevant staff. 	<ul style="list-style-type: none"> Overseas staff applying have an equal opportunity of successfully applying for positions at the school. 	As soon as possible	<ul style="list-style-type: none"> By Principal (recruitment) Local Governing Body Finance and Staffing committee 	Principal
To work to close the gap in attainment for those pupils with protected characteristics.	<ul style="list-style-type: none"> To review attainment regularly To implement intervention as appropriate To use Pupil Premium funding to support the attainment of pupils with protected characteristics as appropriate. 	<ul style="list-style-type: none"> To close the gap in attainment to levels which are less than the national gap. 	Immediately. As each year group has different pupil characteristics this is an on-going target	<ul style="list-style-type: none"> By Principal By Local Governing Body Learning and Standards Committee Reported to relevant Trust sub-committee 	Principal
To maintain the low incidence rate of inappropriate language and behaviour. e.g. homophobic, racist, sexist, etc.	<ul style="list-style-type: none"> Target opportunities to tackle this issue explicitly in worship and year team assemblies and in tutor time. Take curriculum opportunities to reinforce the message in related topics, e.g. the Holocaust in history, relevant PSHE and citizenship lessons, etc. Incorporate explicit reference to this issue in sanction systems. 	<ul style="list-style-type: none"> Inappropriate and prejudicial language viewed as unacceptable in the school community at large and pupils feel confident to correct each other when it occurs or report it to an adult if necessary. 	On-going target	<ul style="list-style-type: none"> By Principal Reported to Full Governing Body in Principal's termly report Reported to relevant Trust committee/Sub-committee 	Principal
Supporting the LGBTQ+ community	<ul style="list-style-type: none"> Regain our status as a Stonewall School Champion by renewing our subscription with Stonewall. School LGBT Lead (TAB) to hold whole school training on 'LGBT inclusivity in Education.' 	<ul style="list-style-type: none"> Students have a positive and inclusive attitude to the LGBT community. LGBT students and staff feel confident and safe in our school environment and LGBT bullying is 	On-going target	<ul style="list-style-type: none"> By Principal By Local Governing Body Learning and Standards Committee 	Principal

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	<ul style="list-style-type: none">• Write a whole school LGBT Inclusion policy to be shared with staff and displayed on the school website.• Collate student data to create a Transgender Student database that can be shared with permanent staff, supply teachers and and Trainees to ensure trans/non binary pupils are recognised by all staff.• Seek opportunities to include LGBT themes and topics across the curriculum and in tutor time assemblies.• Relaunch the LGBT student club.	tackled with a zero tolerance approach.			
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