



Tolworth Girls' School & Sixth Form

Equality Objectives 2017

Using the views of students, parents, staff and community and analysis of the information as outlined below we have set ourselves specific and measurable objectives that will help us achieve the aims of the general equality duty. These will be reviewed every 4 years.

Key objective	Action	Resources /costs	Time Scale	Staff involved	Lead by	Success Criteria
Narrow the gaps in Progress8 - Pupil Premium Grant (PPG)	Teaching staff target intervention at all key learner groups. Pupil Premium students are supported to achieve aspirational goals. Staff regularly discuss the needs of different learners and share best practice.	£198,000	2016-2019	Governors SLT All Teaching staff Student Welfare Officer	M.Perry	<ul style="list-style-type: none"> There will be an ever closing gap in outcomes for students at KS4/KS5 Gaps at KS3 will remain insignificant
Improving the attendance for PPG students	To have specialist staff working exclusively on attendance - with a focus on PPG students. All staff to revisit the Academy's attendance protocols and enforce them consistently. To work with, update and inform parents of their child's attendance record regularly.	£35,000	2016-2018	Governors SLT All Teaching staff Heads of Year Student Attendance Officer	M. Perry	<ul style="list-style-type: none"> Attendance for PPG will be in line with other members of the school community
Parental Engagement	To establish a parental working group to work on Fundraising. To work with PTA on events and allocate a member of SLT to lead on this across the school. To use the InTouch system to alert parents to key events. To personally contact 'hard to reach' parents and invite them to key information events.	£2,000	2016-2018	Governors SLT All Teaching staff Key Support Staff	SLT	<ul style="list-style-type: none"> Increased attendance at Parental Information Evenings Increased attendance at Fund Raising events
Student/ Staff Well-Being	Establish a working party on 'Well-Being' and 'Health' composed of all members of the school community. Establish a committee on the School Council with a focus on mental health (MH) and social issues. Identify key staff/students who are trained in mental health first aid. Establish support groups to support students/staff with MH issues.	Time	2016-2018	Governors SLT HR Manager	HR Manager	<ul style="list-style-type: none"> Students/Staff will have a more balanced Work/Life Students/Staff be aware of the changes that have been implemented to help them with this balance Students/Staff attendance increases Staff mental health is identified and appropriate intervention is in place.