

South Wilts Grammar School for Girls



Equality Act Objectives 2012 -16

**M. Chilcott
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Objective	Actions	Success criteria	Time scale	Monitoring process	Who
To promote cultural development and understanding through a rich range of experiences both in and beyond the school.	Promote and develop further the current international events within the school e.g. Chinese New Year, Languages Day, staff and student exchanges with our Indian partner school, video conferencing with our link school in China, French and German exchanges, other subject specific residential visits. Continue to maintain the International Schools Award and the Artsmark accreditation.	Increased awareness and participation in school events	Annually	Student /Parent questionnaire feedback	SMJ AS
To increase the accessibility to the building as a learning environment for those with disabilities.	Increase the number of rooms appropriate for students with disabilities. Reduce bottlenecks and access issues for wheelchair users through reorganisation of movement around the school.	Reduced number of timetabling compromises as more rooms available.	Annually	GB Resources Committee reporting and spending. Student feedback re movement around the school.	MAC
To increase the number of girls attending the school of the required academic standard coming from the lowest socio-economic groups.	To advertise and promote SWGS for able students irrespective of background and undertake appropriate visits to schools / homes where potential students /parents can ask questions. To amend the oversubscription criteria in the school's Admission Policy.	IDACI index reduces further and FSM increases from current point over 4 years	Annually	GB Personnel Committee report	MAC
To improve the knowledge and understanding of SWGS in relation to the Equality Act Protected Characteristics, and in particular how they can contribute to differing educational outcomes for pupils.	SWGS will identify and train Equality Advocates for each of the protected characteristics who will disseminate relevant and necessary information to staff, and will act as the first contact for students with a Protected Characteristic.	A member of staff will be identified and trained as an Equality Advocate for each of the Protected Characteristics.	Annually	GB Personnel Committee report.	CMS