HEREFORD Sixth Form College

Equality Objectives 2016 - 2017:

What we need to do:	How we will know we have done it:	When we need to have completed this by:
1. We will develop the use of fortnightly Traffic Light monitoring for Ever6 students to help raise aspirations: • Identify Ever6 students and raise awareness of them as a group within college in order to monitor their performance as a group and as individuals • Ensure intervention by Personal Tutor, subject teacher/HOD and Director of Studies if needed. • Engage in discussion with such students to raise their aspirations	Student Record Card entries by personal tutors, Directors of Studies' minutes and records and student self-assessments indicate that discussions have taken place about aspirations and possible barriers to success.	Ongoing throughout the year and by August 2017

2. Working party to consider college-wide strategies to raise the success of Ever6 students	A working party is established and a record is kept of their discussions. The following themes will provide the basis for discussion from *Closing the Gap* report: • raising pupil aspirations using engagement/aspiration programmes • engaging parents and raising parental aspirations • developing social and emotional competencies • supporting school transitions	By October 2016
	SMT minutes outlining the progress of the working party.	Every month at SMT
	A Learning Lunch has taken place to feedback on raising the achievement of Ever6 students.	Easter 2017
3. Departmental Equality Champions and Heads of Department to ensure consideration of the progress of BME and Ever6 students.	Departmental minutes will keep a record of this. Individual action plans where appropriate.	Throughout the year
4. Improve the student response rate for: 'agree/strongly agree that Equality and Diversity is promoted in lessons'	SPOC result in 2018	March 2018