



St Margaret Clitherow Catholic Academy

Equality Objectives

Objective 1

To promote equal opportunity regarding disability

Actions

- Ensure that all children have equal access to the curriculum
- Ensure that all children have access to educational visits, and make reasonable adjustments where necessary
- Provide suitable differentiation to teaching and learning where appropriate
- Make reasonable adjustments to the learning environment to meet needs

Monitoring

Inclusion lead monitoring and observations
Discussion and dialogue with Senior Leaders

Responsibility

All staff
SENDCo
Head Teacher

Success Indicators

Pupils with disabilities will have accessed their curriculum entitlement and enrichment opportunities and their needs will be met

Objective 2

To ensure that pupils from all cultural backgrounds and faiths are respected and valued members of the school community

Actions

- Carry out regular Pupil Voice activities and Pupil Questionnaires representing all backgrounds and cultures
- Action any feedback from the pupil voice and questionnaires through curriculum, interventions, social & emotional support
- Hold assemblies, liturgies and Word of the Week films which promote British Values and Equality
- Ensure that all families feel included and welcomed to attend events, including representation on the school's Friends of Holy Trinity
- Arrange to offer translation through bi-lingual staff where needed

Monitoring

Pupil Voice, Pupil and Parental Questionnaires, staff discussions, FHT discussions

Responsibility

All staff, Head teacher,

Success Indicators

Questionnaires will have positive feedback or show progress since previous versions, attendance at events will represent the full school's demography

Objective 3

To ensure that all pupils have equal access to the curriculum and make good progress from their starting points

Action

- Monitor Reading, Writing and Maths attainment and progress data and ensure that gender groups requiring additional support access it
- Ensure that all pupils have access to appropriate reading material that meets their interests
- Ensure that the curriculum is matched to the interests of both boys and girls
- Ensure that both boys and girls have equal representation and opportunity to take part in the wide variety of groups in school - such as School Council, Chaplaincy Team, Buddies, Eco Club and to represent the school at events

Monitoring

Data Analysis, Pupil Progress meetings, Subject Leader monitoring, curriculum discussions, staff dialogue

Responsibility

Teachers, SLT

Success Indicators

Attainment gaps between genders will be closing
Both boys and girls will have equal representation at events and in groups within the school
The curriculum provision will cater for the interests of both boys and girls