

10. EQUALITY OBJECTIVES

Christ the King Catholic Academy

Equality Objective: Promoting a whole School Equality ethos					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Continue to promote the Equality Plan through the school website and blog, newsletter, staff meetings.	Statements on equality on both parental and staff surveys	Executive Headteacher	Monitor December 2020	Annual surveys followed up by staff meeting discussion mid-year
Evaluation:					
Equality Objective: Progressing Equality in Attainment through the Curriculum & Monitoring of Pupil Attainment					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Monitor and analyse pupil achievement by race, gender, socio-economic deprivation factors, and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	English and Mathematics Cross Trust Leads or Senior Leadership Team	Termly	Data demonstrates the gap is narrowing for equality groups
All	Ensure that PSHE lessons over a year promote diversity by race gender ethnicity	PSHE lead designs scheme of learning that is implemented	Senior Leadership Team	September 2021	PHSE curriculum in place alongside RE curriculum
Evaluation:					

10. EQUALITY OBJECTIVES

Equality Objective: Progressing Equality through Engagement with Student Population					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.	The Headteacher will use the data to assess the impact of the school's response to incidents.	Executive Headteacher	Reporting termly for Health and Safety Committee	Consistent reporting measures in place
All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school e.g. through School Council.	School council representation monitored by race, gender, disability	Family Support Manager and PSHE lead	Ongoing	More diversity in school council membership
Community cohesion	Promote links with the Community our school serves (Church Parishioners, Grange Park Local residents)	Staff and pupil engagement in local community.	Family Support Manager and Leadership team	Ongoing	Increased awareness of local community.
Evaluation:					

10. EQUALITY OBJECTIVES

St Cuthbert's Catholic Academy

Equality Objective: Promoting a whole School Equality ethos					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Continue to promote the Equality Plan through the school website and blog, newsletter, staff meetings.	Statements on equality on both parental and staff surveys	Executive Headteacher	Monitor December 2020	Annual surveys followed up by staff meeting discussion mid-year
All	Consult with staff, pupils and parents to ensure equality of access for all	Completion of annual consultation process with staff	Executive Headteacher	December 2020	Revision of Equality Plan as needed

Evaluation:

Equality Objective: Progressing Equality in Attainment through the Curriculum & Monitoring of Pupil Attainment					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Monitor and analyse pupil achievement by race, gender, socio-economic deprivation factors, and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	English and Mathematics Cross Trust Leads or Senior Leadership Team	Termly	Data demonstrates the gap is narrowing for equality groups
All	Ensure that PSHE and RE lessons over a year promote diversity by race gender ethnicity	PSHE lead design scheme of learning that is implemented	Senior Leadership Team	September 2021	PHSE curriculum in place alongside RE curriculum

Evaluation:

Equality Objective: Progressing Equality through Engagement with Student Population					
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All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school e.g. through School Council.	School council representation monitored by race, gender, disability	Family Support Manager and Resilience Champions	Ongoing	More diversity in school council membership
Community cohesion	Promote links with the Community our school serves (Church Parishioners, Polish Community and Local residents)	Staff and pupil engagement in local community.	Family Support Manager and Leadership team	Ongoing	Increased awareness of local community.
Evaluation:					

