

# Annual Report 2016 on Progress Against the School's Equality Objectives

## Aim 1: Eliminate unlawful discrimination, harassment and victimisation.

Objective	Success Criteria	Lead	Update 2016
1. Increase staff understanding of 'equality' and implications for all on a daily basis, through CPD	All staff understand their role with respect to the 'Equality Act' and the implications for their practice	HOS/ SENCo	This is clarified through management meetings and SEN training and development. SENCo training is repeated at the start of each year. Staff provide support to pupils in line with this training.
2. Make all reasonable adjustments so that all pupils, staff, parents/carers and visitors have access to school and all activities	A clear policy is in place to ensure fair access to opportunities for enrichment, leadership and personal growth and development. The school takes account of all disability issues and does all in its power to cater for the needs of its pupils, staff and carers.	HOS/ SENCo	The school complies with disability regulations. All pupils are able to sign up for enrichment activities.  The SENCo and Learning Support team all work to ensure that the needs of all pupils, staff and carers are met.
3. Continue to reduce the number of all prejudice based incidents.	The number of incidents. All such incidents are dealt with swiftly and thoroughly.	KSM's	The number of Disability prejudice based incidents last year was 1 The school has prioritised a review of its Behavior Policy. The school is investing in a new Safeguarding software.

**AIM 2: Advance equality of opportunity for all.**

Objective	Success Criteria	Lead	Update 2016
<p>4. Ensure fair access to the curriculum offer for those with different abilities; including access to appropriate pathways, EBacc/ facilitating subjects; and through promoting inclusive approaches to teaching and learning and the use of specialist equipment where necessary</p>	<p>A varied curriculum offer at all Key Stages enabling access for all pupils to ensure successful outcomes.</p> <p>Use a range of teaching pedagogies to stretch and challenge pupils of all abilities.</p> <p>Pupils have access to appropriate equipment as needed eg Wobbly cushions, dyslexic aids, enhanced hearing systems, etc.</p>	<p><b>SEN</b></p>	<p>There has been a whole scale curriculum review including of setting arrangements with evaluation input from all stakeholders</p> <p>The school has a range of facilities for those with disabilities including writing slopes, laminates etc. We have multi-sensory approaches to teaching and staff are guided to use particular colours and fonts in written presentations.</p>
<p>5. Strive to ensure the attendance of all disadvantaged pupils reflects the school target of 96%</p>	<p>Diminishing gaps between the attendance of disadvantaged children and other pupils.</p>	<p><b>HOS /KSM's</b></p>	<p>The school has an appointed attendance officer and attendance is monitored closely with weekly breakdowns. Pastoral support managers provide additional support to pupils and home contacts. They liaise with outside agencies including CAMHS, Early Help. Expectations are clarified through information evenings for parents.</p>

**AIM 3: Foster Good Relations between people.**

Objective	Success criteria	Lead	Update Sept 2016
6. Ensure opportunities exist in our school curriculum to learn about and celebrate British values including respect for all (irrespective of their culture, ethnicity, gender, disability, sexual orientation or gender reassignment).	Assemblies, curriculum topics, enrichment activities visits and visitors reflect the cultural and ethnic backgrounds of our community.	NPA	<p>This has included PSHE sessions; and cultural events including our international Evening and celebration of the European Day of languages.</p> <p>This year's 'The Big Question' topic focused on what makes Britain Great?</p> <p>These values run through our newly drafted behavior policy 'Behavior for Learning and living in a sacred Heart Community'</p>
7. Continue to provide opportunities for all parents/carers to participate in the life of the school.	Extended range of events arranged for parents/carers and increase in numbers attending.	KSM's	Parents' Forum
8. Strengthen links between the school and the local community including businesses, charitable organisations and other schools.			The school aims to be outward facing with links to a number of charities and careers organisations and companies.