

Our Lady Queen of Peace Catholic High School



Equality Objectives Statement

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|----------------|----------|
| Date of Policy | Nov 2024 |
| Date of Review | Nov 2025 |

Equality Objectives

Objective 1

To ensure pupils with SEND are able to fully access the curriculum and all other areas of school life

Measures of success to include:

- Tracking data
- Pupil voice
- Lesson observations
- Work scrutiny

| Strategies | Lead | Date |
|--|--------|-----------|
| ➤ SEND 5 a day training for staff | RW | July 2025 |
| ➤ Lesson observations & work scrutiny to ensure that pupils are accessing the curriculum | GD | |
| ➤ To ensure effective use of pupil passports | GD | |
| ➤ Effective use of TAs to support targeted pupils | GD | |
| ➤ Use of the BASE/ASPIRE to ensure the inclusion of all learners | GD NJF | |
| ➤ Monitoring of pupil progress | GD | |
| ➤ Intervention to address underachievement | GD | |
| ➤ Involvement of SEND pupils in the wider life of the school | SE KK | |

Objective 2

To promote a positive and respectful culture between those who share a protected characteristic and those who do not share it

Measures of success to include:

- Lesson visits
- Work scrutiny
- Behaviour records
- Inclusion records
- Suspension records

| Strategies | Lead | Date |
|---|-------|-----------|
| ➤ Staff role model positive behaviours | RD | July 2025 |
| ➤ Staff challenge and address all discriminatory behaviour and language | SE | |
| ➤ Fundamental British Values, including mutual respect & tolerance of different faiths and beliefs are promoted through the Curriculum for Life | SE | |
| ➤ Pupils know where they can raise concerns | SE | |
| ➤ The response to prejudice-based incidents includes education to address the behaviour | SE | |
| ➤ Pastoral themes for form time include work on protected characteristics | SE ZF | |
| ➤ Use of the library and study room for support | GD RH | |
| ➤ Map opportunities to promote positive relationships across the curriculum | SE | |

Objective 3

To improve pupil outcomes for disadvantaged and vulnerable pupils adversely affected by the current socio-economic situation

Measures of success to include:

- Tracking data
- Pupil voice
- Lesson visits
- Work scrutiny
- Attendance data
- Behaviour tracking
- Learning Manager RAPs

| Strategies | Lead | Date |
|--|-------|-----------|
| ➤ Subject teachers given appraisal targets will link to the progress of pupil premium pupils | RH | July 2025 |
| ➤ Learning managers operate Raising Achievement Plans for targeted pupils | RH | |
| ➤ KS4 Learning Managers have an appraisal target linked to performance for an identified cohort for Basics for PP students | RH | |
| ➤ Attendance is forensically tracked and interventions put in place | GD | |
| ➤ Behaviour is closely monitored for 'pupil groups' | RD | |
| ➤ Pupils are encouraged to take part in extra-curricular opportunities and curriculum enrichment | SE KK | |
| ➤ Targeted SEMH support, counselling, pastoral support is given to targeted disadvantaged pupils | GD SE | |
| ➤ High quality teaching and learning closes gaps | RW | |
| ➤ Pupils are a targeted priority for CEIAG | SE | |