

Our Lady Queen of Peace

Catholic Engineering College

In Christ We Grow

As a learning community we live out our Mission Statement striving for excellence through caring, sharing and achieving.

Equality Objectives Statement

Nov 2024

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

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	
➤ 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	SE	
➤ Fundamental British Values, including mutual respect & tolerance of different faiths and beliefs are promoted through the Curriculum for	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	SE ZF	
➤ Use of the library and study room for support	GD RH	
➤ Map opportunities to promote positive relationships across the	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	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	

