

Our Lady Queen of Peace

Catholic High School



Equality Objectives Statement

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:

- Progress data
- Pupil voice
- Case studies
- Pupil passports
- Lesson observations
- Work scrutiny

Strategies	Lead	Date
➤ Staff training on adaptive teaching - classroom strategies to support students with SEND	GD/RW	July 2026
➤ Pupil passport information shared with staff – addition of subject specific strategies	GD	
➤ Lesson visits & work scrutiny to QA pupils with SEND access the curriculum	GD/RW	
➤ Effective use of TAs to support targeted pupils	GD	
➤ Effective use of the BASE to ensure the inclusion of vulnerable students with SEND	CG	
➤ Monitoring of pupil progress	GD / RH	
➤ Intervention to address underachievement	GD / RH	
➤ Involvement of SEND pupils in the wider life of the school ➤ Review of referral systems for students with SEND	KK GD/ RD/ MHW	
➤ Increased capacity for leadership of SEND T&L: lead practitioner and NPQ	JD RW	

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
- Cpoms records and analysis
- Suspension records

Strategies	Lead	Date
➤ Staff model positive behaviour and explicitly teach expected behaviour	RD	July 2026
➤ Staff challenge and address all discriminatory behaviour and language	SE	
➤ Staff training on inclusive language and PCs		
➤ Fundamental British Values, including mutual respect & tolerance of different faiths and beliefs are promoted through the Curriculum for Life: assemblies, form time, discrete lessons,	SE	
➤ Pupils know where they can raise concerns	SE	
➤ Staff raise concerns via CPOMs		
➤ The response to prejudice-based incidents includes education to address the behaviour	SE/RD	
➤ Establishment of a multi-faith room	ZF / JB	
➤ Staff training on supporting students with EAL within the classroom	GD/RW	

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
- HOY RAPs

Strategies	Lead	Date
➤ Subject teachers given appraisal targets will link to the progress of pupil premium pupils	MH	
➤ HOY operate Raising Achievement Plans for targeted pupils	RD RH	
➤ Attendance is forensically tracked and interventions put in place	GD	
➤ Behaviour is closely monitored for 'pupil groups'	RD	July
➤ 'Thrive approach' training for behaviour mentors	JT JD	2026
➤ 'Thrive approach' training for all staff	RW JT	
➤ Aspire pathway	NF	
➤ Pupils are encouraged to take part in extra-curricular opportunities and curriculum enrichment	KK	
➤ SEMH, agency referral pastoral support is given to targeted disadvantaged pupils	GD	
➤ High quality teaching and learning closes gaps	RD SE	
➤ Pupils are a targeted priority for CEIAG	RW	
	SE	