

EQUALITY OBJECTIVES MONITORING PLAN 2021-2022					
TRUST OBJECTIVE 1 - To provide a safe and accessible environment and address any issues of exclusion					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Publish and promote the revised Equality Plan.	Parental feedback through school communications.	EHT/HOS	Nov-21	Parent's satisfied with provision.
All	Continue to monitor, and revise if needed, the accessibility plan for St Paulinus Catholic Primary School	Improved access to all parts of the building.	HT, Gofs, SLT	Annually reviewed-next due Autumn 2022	Access across the site meets the standard of the Disability Equality Duty
TRUST OBJECTIVE 2 - To ensure equity and high standards for all and to tackle under-performance by any particular group					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	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 and provide additional support as identified.	Achievement data analysed by race, gender and disability.	SLT and Gofs	3 x / Year	Data demonstrates gap, where there are gaps, are narrowing for equality groups
TRUST OBJECTIVE 3 - To continue to raise attainment in literacy and numeracy					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Monitor and analyse pupil progress and achievement in English and Maths by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. (e.g. EAL, Mobility & Gender)	Progress and achievement data analysed	All teaching staff, SLT & Gofs	Ongoing	Analysis of formative and summative assessment demonstrates the gap is narrowing for equality groups (Where there are gaps).
TRUST OBJECTIVE 4 - To continue to raise attendance and to address related issues					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Follow attendance procedures and best practice to ensure improved attendance and punctuality for all groups. Attendance awards for individuals and classes. Meetings with parents and action plans put in place where necessary.	1st day absence calls, weekly monitoring, termly reports to Gofs, CPOMS	EHT, Admin Assistant, Gofs, SLT	Weekly, and regular returns to LA	Improved attendance and punctuality for all groups and no specific gap for any one group.
TRUST OBJECTIVE 5 - To foster an environment of dignity and respect					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Ensure that the school's Mission, Vision, Values and Attributes underpin everything that we do in school and that these alongside the RE, RSE and PSHE teach statutory content, promote diversity, tolerance and friendship by race, gender, ethnicity and disability and address key British values.	Monitoring by all staff in lessons and recreation times and through 'pupil voice discussions.'	All staff	Ongoing	External verification of all groups being treated with dignity and respect.
TRUST OBJECTIVE 6 - To advance equality of opportunity, remove or minimise disadvantage and encourage participation in all activities					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Provide or sign-post, all opportunities to develop pupil engagement in a variety of activities.	Celebrations of achievements. Enhanced curriculum provision. All of which is reported to gofs.	EHT/HOS, SLT, Gofs	Ongoing	All groups take part in a range of events and activities within and outside the school day.
TRUST OBJECTIVE 7 - To promote tolerance and friendship					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Ensure that the school's Mission, Vision, Values and Attributes underpin everything that we do in school and that these alongside the RE, RSE and PSHE teach statutory content, promote diversity, tolerance and friendship by race, gender, ethnicity and disability and address key British values.	Monitoring by all staff in lessons and recreation times and through 'pupil voice discussions.'	All staff	Ongoing	Harmony, respect and understanding between all groups.
TRUST OBJECTIVE 8 - To eliminate and take action against all forms of discrimination					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Identify, respond and report to all forms of discrimination. Report incidents to the LMB through the safeguarding report which will then be copied to the Trust Board.	This data will be used to assess the impact the school's response to any incidents.	EHT, Head of School, LGB and Trust Directors	Termly	Consistent reporting measures in place.
TRUST OBJECTIVE 9 - To continue to address workforce-based equality issues by conforming to agreed Human Resource procedures on appointments, promotions and other employment issues but always appointing the best candidate					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Follow safer recruitment practice, ensuring that all groups are treated equally in the recruitment process. All adults involved with recruitment will have undertaken safer recruitment training	Recruitment paperwork and monitoring forms. All documents visible for external viewing where appropriate.	EHT, SLT, Gofs	As required	The process is transparent and the right candidate is appointed for the post.
TRUST OBJECTIVE 10 - To continue to seek the views of pupils, staff, parents and carers, and stakeholders in the wider community					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators
All	Ensure opportunities are given to all stakeholders to make a positive contribution and express their views on the life of the school, e.g. through School Council, parent and staff questionnaires.	Analysis of questionnaires and parents suggestions and will record responses in a timely fashion.	All staff - reported to governors.	Ongoing Autumn Term 2021	All groups contribute to the life of the school and know that their views are valued.
TRUST OBJECTIVE 11 - To work in partnership with outside agencies and the local community to achieve these aims					
Equality Strand	Action	How will impact of the action be monitored?	Responsible Person	Timescale for Completion	Early Success Indicators

All	Continue to promote links with the Parish, parents, all schools within the Trust, neighbouring schools and external support agencies in order to share best practice.	Recorded opportunities of staff and pupil engagement in a variety of events. Sacramental Preparation and Adult Formation sessions embraced across school and Parish. Regular meetings with the Parish Priest.	All staff	Ongoing	Enhanced curriculum and increased awareness of events within the Trust and Guisborough and East Cleveland. Improved well-being and improved parental skills and knowledge.
All	Ensure a named person within the school is trained as PREVENT lead and develops a strategy for staff at St Paulinus. Ensure all staff are suitably trained.	Awareness of all staff through training and CPD records.	EHT/HOS/DDSL Team	As required.	Full staff awareness of how to raise, report and be alert of Prevent Duty.