

# ST. THERESE OF LISIEUX EQUALITY OBJECTIVE PLAN 2024-2025

## TRUST OBJECTIVE 1 - To provide a safe and accessible environment and address any issues of exclusion

Equality Strand	Action	How will the impact of the action be monitored?	Responsible Person	Timescale for completion	Early success indicators.
All	Continue to monitor, and revise if needed, the accessibility plan for St. Therese Primary School.	Improve access to all areas of the school.	SLT, Governors	Reviewed annually.	Access across the site meets the standard of the Disability Equality Duty.

## TRUST OBJECTIVE 2 - To ensure equality and high standards for all and to tackle under-performance by any particular group

Equality Strand	Action	How will the impact of the action be monitored?	Responsible Person	Timescale for completion	Early success indicators.
All	Monitor and analyse pupil achievement by gender, socioeconomic deprivation factors,	Achievement data analysed by gender, socio-economic deprivation factors,	SLT, Governors	Reviewed Termly	Data demonstrates gap, where there are gaps, are narrowing for equality groups

	race and disability and act on any trends or patterns in the data that require additional support for pupils.	race and disability.			
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**TRUST OBJECTIVE 3 - To continue to raise attainment in literacy and numeracy**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
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, where comparative data is available.	All teaching staff, SLT & Governors	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**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
All	Follow attendance procedures and best practice to ensure improved attendance and punctuality for all groups.	First day absence calls, weekly monitoring, regular visits from Trust attendance officer and school staff (FSW). Termly reports	SLT, FSW, Trust attendance team, Governors	Weekly and regular returns to the LA.	Improved attendance and punctuality for all groups and no specific gap for any one group.

to Governors.

**TRUST OBJECTIVE 5 - To foster an environment of dignity and respect**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
All	Ensure that the school's Mission, Vision, Values and Attributes underpin everything that we do in school and that these alongside the British Values teaching promote dignity and respect.	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**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
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All	Provide or sign-post, free or subsidised, opportunities to develop pupil engagement in a variety of activities.	Ref PPG analysis report. Out of school activities/ clubs register to be kept and analysed. Celebrations of achievements. Enhanced curriculum provision. All of which is reported to governors termly.	SLT, Governors	Ongoing	All groups take part in a range of events and activities within and outside the school day
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**TRUST OBJECTIVE 7 - To promote tolerance and friendship**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
All	Ensure that the school's Mission, Vision, Values and Attributes underpin everything that we do in school and that these alongside the British Values teaching promote diversity, tolerance and friendship by race, gender, ethnicity and disability	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**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
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. CPOMS	Head teacher, LMB and Trust Directors	Reviewed 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**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
All	Follow safer recruitment practice, ensuring that all groups are treated equally in the recruitment process.	Recruitment paperwork and monitoring forms.	Head Teacher and Governor	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**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
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 and feedback forms following events.	Analysis of questionnaires and parental engagement feedback forms.	All staff - reported to Governors	Ongoing	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**

<b>Equality Strand</b>	<b>Action</b>	<b>How will the impact of the action be monitored?</b>	<b>Responsible Person</b>	<b>Timescale for completion</b>	<b>Early success indicators.</b>
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.	All staff	Ongoing	Enhanced curriculum and increased awareness of events within the Trust and town. Improved wellbeing and improved parental skills and knowledge.