

loving laughing learning



Saint Patrick's Equality Action Plan 2024 - 2025

Core Principles

Our school mission statement ***Loving- Laughing- Learning: We are God's Amazing Gifts*** underpins our Catholic ethos of educating every child to their full potential. Each child as created in the image and likeness of God is valued and respected in our school. We ensure that all of our children treat each other with love, kindness and respect.

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our school.

Action Planning and Evaluation

Objective	Action Steps	Success Criteria	Timescale	Monitoring
Equality Objective No 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.				
<ul style="list-style-type: none">To analyse and review data and look at any trendsMonitor and put in place effective monitoring and intervention where appropriate.	<ul style="list-style-type: none">Pupils meet individual end of year targets.Pupil achievement for equality groups above national average and where there are gaps these are narrowed through effective monitoring and intervention	Ongoing-termly basis	Termly monitoring of progress data Pupil Progress Meetings Lesson drop ins Book Scrutiny	
Equality Objective No 2: To ensure those children seen as vulnerable are listened to and catered for whatever their level of need				
<ul style="list-style-type: none">Monitor levels of attainment in core subjects and put in place relevant support interventions where applicablePlan support using Pupil Premium Funding & SEN funding.Liaise with outside agencies for supporting children with disabilities, SEN and medical conditions.Ensure children have personal social targets which are reviewedTo hold and equality meeting with all staff to discuss the equality act 2010	<ul style="list-style-type: none">Increased levels of attainmentParents feel that their children are well supported and catered for by the schoolChildren feel that they are listened to by other children, staff and parents	Ongoing-termly basis	Termly monitoring of progress data Pupil Progress Meetings Lesson drop ins Book Scrutiny Pupil voice	

and discuss the need to ensure all children are supported and catered for regarding the 9 protected areas cited in the act.			
Equality Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.			
<ul style="list-style-type: none"> • Ensure that the curriculum and wider aspects of school promotes role models that pupils positively identify with and also promotes understanding of and respect for differences which reflect the school's diversity in terms of race, gender and disability. • Ensure that all pupils are given the opportunity to make a positive contribution to school through the Pupil Leadership Team, Anti bullying Committee, Charity events and selection to represent the school. • Celebrate major cultural events and those reflected by the school community to increase pupil and community awareness and understanding. • Ensure that all parents have the opportunity to engage with school activities through the community 	<ul style="list-style-type: none"> • Activities and learning put in place to promote equality and fairness in school. • Increased level of parental engagement through events at 	Ongoing-termly basis	Termly monitoring of progress data Pupil Progress Meetings Lesson drop ins Book Scrutiny

Equality Objective No 4: To promote a greater understanding and respect of other religious/ethnic groups to the children and their families

<ul style="list-style-type: none"> • Twice in the academic year to plan and deliver 'other faith theme weeks' using the Come and See Curriculum • To highlight new dates in the year for other faiths to the children and to invite visitors into school from other faith backgrounds • To ensure that planning through theme weeks is inclusive of cultures and multi-cultural viewpoints • To support children's understanding of the global community through Mission Together and CAFOD assemblies • To arrange cultural days representing the ethnicity of our families. 	<ul style="list-style-type: none"> • Pupils gain an understanding of a new Religion • Pupils show respect for another person's faith • Pupils to show interest and engagement in a range of multi-cultural activities • Children to visit other faith's places of worship 	Ongoing Termly	<p>Teacher questionnaire</p> <p>Instances of any faith based bullying to be recorded and monitored</p> <p>All racial conflict is recorded and dealt with appropriately</p>
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Equality Objective No 5: To promote a greater understanding of children with physical disabilities and to ensure they are included in our school

<ul style="list-style-type: none"> • To plan a visit from the Cerebral Palsy charity to come in and explain all about what the condition is • To ensure that planning in the Class One unit initially includes all children with disabilities 	<ul style="list-style-type: none"> • Pupils show a greater understanding of disability • Pupils to show a greater understanding of strengths of a disabled child • Pupils to learn how to include everyone in their games and learning 	Ongoing Termly	<p>Pupil voice</p> <p>Parent feedback</p> <p>Diocesan engagement to secure funding</p>
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<ul style="list-style-type: none"> • To ensure that the strengths of the child are celebrated and not just focus on her limitations • To build a hygiene suite to cater for any child with any physical disability to ensure that they have access to all the same facilities as their peers • External PE providers are briefed fully and include all needs within their lessons • All visits are risk assessed so that all children are included and can access the full school experience. 	<ul style="list-style-type: none"> • Pupils to show love, care and attention to a child who may at times need their help 		
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