

St Katherine's School

Equality & Diversity Objectives

Our Values

Learner first – The learner experience will be at the heart of all we do.

Ambitious – We will challenge our learners and our staff to be the best they can be. We will expect excellence and we will have high expectations of every member of our community.

Inclusive – We will make every academy a supportive and inspiring place to learn and work, somewhere diversity of experience and success is celebrated.

Collaborative – We will work in partnership to deliver the best learner experience and to gain benefit from our connections and networks for the communities which we serve.

Our Vision

We will achieve this vision through three strategic aims, which are mutually reinforcing.

The associated actions are intended to benefit all learners. In enabling trust schools and others to work towards these values we shall look at evidence of progress for people with particular characteristics protected under the Equality Act, as part of our responsibility to eliminate discrimination, advance equality and foster good relations.

1. Raising standards of educational achievement

Equality objective: ensure that all learners gain the knowledge they need to prepare them for adult life, through the National Curriculum and academic and vocational qualifications up to the age of 19.

We will be looking in particular for evidence of attainment of learners with special educational needs, and those from minority ethnic communities that are currently under-achieving.

We will support learners to make informed choices, not limited by stereotypical thinking, by providing independent careers guidance for all 11-to-19 year olds. This should include information on the full range of education and training options, including apprenticeships.

We will set out a clear vision for careers guidance that is based on inspiring every learner with a sense of what they can achieve through more real-life contacts with the world of work.

2. Closing the achievement gap between rich and poor

Equality objective: to narrow the achievement gap for learners, including learners in care, by ensuring increased opportunities and improved outcomes.

We will monitor the attainment, progress and attendance of disadvantaged children.

3. Supporting all children and young people, particularly the disadvantaged

Equality objective: help learners to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable learners, including those who experience bullying or exclusion.

We will prevent and tackle the bullying of learners.

We will take a strong stand against all bullying – particularly prejudice-based racist, sexist and homophobic bullying.

We will continue to reinforce equality duties within the exclusion process and encourage the use of early intervention to reduce the need for exclusion.

We will monitor the use of exclusion for different groups, including those groups with a disproportionately high rate of exclusion.

4. Date of next Review

St Katherine's School Equality and Diversity Objectives to be reviewed annually.

Date of next review: September 2020*

*The objectives are currently being reviewed and this document will be updated shortly: October 2020