

St Katherine's School Equality & Diversity Objectives

We aim to create a more inclusive and successful learning community for our learners, families and staff by increasing our focus on equalities and diversity.

This is reflected in **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 strive to make our school 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.

and **Our Vision**

We will achieve our vision through three strategic and mutually reinforcing aims. Associated actions will benefit all learners and in working towards these values we will look at evidence of progress for learners with particular characteristics protected under the Equality Act 2010, 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, academic and vocational qualifications up to the age of 19.

We will look in particular for evidence of attainment and progress of learners with special educational needs and disability as well as those from minority ethnic communities that are currently under-achieving.

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

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 within 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 learners, particularly disadvantaged

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

We will work hard to prevent and tackle bullying.

We will take a strong stand against all forms of bullying.

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

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

4. Date of next Review

We will review our Equality and Diversity Objectives biennially.

Date of next review: September 2023.