EQUALITY OBJECTIVES

St Cuthbert's Catholic Academy

Equality Objective: **Promoting a whole School Equality ethos**					
Equality Strand	**Action**	**How will the impact of the action be monitored?**	**Who is responsible for implementing?**	**What are the timeframes?**	**Early success indicators**
All	Continue to promote the Equality Plan through the school website, newsletters, staff meetings.	Statements on equality on both parental and staff surveys	Executive Headteacher	Monitor March 2026	Annual surveys followed up by staff meeting discussion mid-year
Evaluation:					
Equality Objective: **Progressing Equality in Attainment through the Curriculum & Monitoring of Pupil Attainment**					
Equality Strand	**Action**	**How will the impact of the action be monitored?**	**Who is responsible for implementing?**	**What are the timeframes?**	**Early success indicators**
All	Complete monitoring and analysis of pupil achievement by gender, socio-economic deprivation factors, and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	Senior Leadership Team	Annually	Data demonstrates the gap is narrowing for groups
All	Ensure that following any racist incident pupils are offered a restorative justice style reflection including the use of "victim statements" School of sanctuary resources promote the value in difference	SLT records work undertaken on Racist Incident Form, which is analysed by governors PSHE scheme of learning is monitored annually to ensure delivery is effective. SOS Accreditation retained	Senior Leadership Team PSHE Lead SOS Lead	September 2026	Reduction in racist incidents
Evaluation:					

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Equality Objective: **Progressing Equality through Engagement with Student Population**					
Equality Strand	**Action**	**How will the impact of the action be monitored?**	**Who is responsible for implementing?**	**What are the timeframes?**	**Early success indicators**
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the governing body/Local Authority on a termly basis.	The Headteacher will use the data to assess the impact of the school's response to incidents.	Executive Headteacher	Reporting termly to Governors	Consistent reporting measures in place
All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school e.g. through eco council, school council opportunities	School council representation monitored by race, gender, disability	Family Support Team and PSHEE lead Eco/School Council Lead	Ongoing	More diversity in council membership
Community cohesion	Continue to promote links with the Community our school serves (Church Parishioners, Boathouse, The King's Trust)	Staff and pupil engagement in the local community.	DSL and Leadership Team	Ongoing	Increased awareness of the local community.
Evaluation:					