

St John the Baptist Catholic MAT Equality Objectives

- **We aim for all students to reach their potential**
- **We will promote a diverse work force**
- **We promote fair access to appropriate development opportunities for all staff**
- **We seek the views of members of our school communities (students, parents, staff and our wider community) in order to inform the Trust's ongoing planning and review process**

Equality Objectives in Trust and School Planning

These objectives will inform and be part of the Trust's Improvement and Development Plan and relevant information with regard to progress is shared with Directors regularly and will be published on the Trust website in reports such as the PSED Annual Report.

Review of these objectives will take into account Trust and school priorities generated through the Trust and school's ongoing review cycles which are informed by the collection of data including the views of students, parents and members of staff. These objectives, in addition to each school's additional bespoke equality objectives form part of each School Improvement and Development Plan.

School Specific Equality Objectives

Each School will review and agree upon any additional Equality Objectives in light of the school context and reflect those Equality Objectives in their own SIDP.

Notre Dame High School Equality Objectives 2023/24:

1. Consistency of experience for all pupils (Equity in outcomes)

NDHS has ambition for all pupils, especially those from vulnerable and disadvantaged backgrounds, i.e. pupils with SEND and those that are PP. Teachers need to let their personality shine and be adaptive, however, teachers at NDHS follow the defined ways of supporting behaviour across the school, follow the defined curriculum and homework and ensure that they apply great teaching and learning at NDHS to their lessons.

What does this look like in practice?

- *Teachers understand the departmental vision, sequencing and rationales. Teachers utilise collegiate resourcing. Pupils receive equitable provision within each department.*
- *All departments follow the NDHS Homework policy. Homework is mapped and consistently applied within departments.*
- *The 6th form tutor period is trialled.*

2. Know thy pupils

NDHS is built upon Loving kindness and strong relationships. It is only when we really know our pupils that we can meet their needs. Each of us needs to develop our knowledge of pupils, and with any pupils that are under-achieving, specifically identify barriers to learning and how they may be overcome.

What does this look like in practice?

- *Y7 trial of reduced summative assessment (3 to 2 per year) ... leading to greater synopsis, retention of knowledge and true testing of curriculum impact (That which has been learned and applied).*
- *A pedagogical focus on formative assessment that allows staff to effectively utilise the EEF '5 a day' to adapt teaching in a timely manner.*