

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 2026/27:

Precision Pedagogy – for SEND and for All

Trust Aim(s): Aim 2 - An Excellent Education for all

Developing consistent precision in our support of students with SEND leads to inclusion and equity of outcomes. It will be achieved by:

- Implementing the Trust 'Set Plays'
- Fidelity to Provision Map guidance for Students with SEND
- CPD, support, modelling and coaching staff in their implementation of the 'Set Plays'
- All teaching staff utilising feedback and self-reflection to refine 'Set Plays' and SEND Provision
- Consistency of formative assessment achieved through use of the set plays
- Creating high participation of SEND and all students through Set Plays

This means LT and Subject Leaders

- Provide support and feedback to continually refine the use of the 'Set Plays'
- Monitor provision for SEND and provide direct feedback to address any gaps in provision

Development of Intervention for the Foundations of Learning

Trust Aim(s): An Excellent Education for all

In line with the SEND White Paper, NDHS will develop its use of 'Enhanced Provision' to ensure that students with emotionally based school avoidance, students entering with lower literacy, students entering with lower numeracy and those with specific SEND needs, are well supported to develop the foundations of learning.

- Appoint HLTA to lead the 'Intervention room'
- Identify weakest readers/least numerate through transition info & National reading age tests.
- Purchase and utilise reading and Maths intervention packages
- Utilise other packages to support fundamentals, i.e. 'handwriting'.
- Improve the evaluation of impact with pre and post testing.
- Improve the aesthetic of the provision room to become less office like and more classroom like.
- Develop communication channels between the SEND department and classroom teachers