



ST THOMAS OF CANTERBURY CATHOLIC PRIMARY SCHOOL

Equality Duty Objectives

Mission Statement

We are a Roman Catholic Community committed to:

Mutual respect, positive encouragement and participation.

Recognising the different personal and educational needs of all pupils.

The delivery of the full national curriculum together with a religious education syllabus approved by the Catholic Church.

The highest standards of teaching, learning and performance.

Maintaining a supportive partnership with parents, the parish, and the wider community.

The professional development of all staff.

Approved by LGC Date: November 2024

Last reviewed on: September 2024

Next review due by: July 2026

Equality Duty Objectives

In addition to the Kent Catholic Schools Partnerships equality duty objectives, St Thomas of Canterbury's are:

1. **Improve Attendance Rates**

- **Objective:** To reduce persistent absence rates among vulnerable groups (e.g. PP and SEN).
- **Objective measure:** Regularly review attendance data and identify trends.

2. **Promote pupil achievement equality**

- **Objective:** To monitor and analyse pupil achievement and act on any trends or patterns in data, with a focus on closing gaps.
- **Objective measure:** Analyse assessment results

3. **Enhance Cultural Awareness**

- **Objective:** To promote cultural awareness celebration events across the school year that promote understanding and respect for different religious and ethnic groups.
- **Objective measure:** Collect feedback from participants and measure engagement levels.

How we will achieve these objectives

Engage Stakeholders

Pupils, staff, parents, and community members will be involved in discussions about equality issues. This can be achieved through:

- Surveys or focus groups to gather input on experiences and perceptions of equality within the school.
- Work with local organisations that specialise in equality and diversity to gain insights and support.

Monitor and Evaluate Progress

Schedule Regular reviews of progress towards each objective are scheduled. These may include:

- Meetings to discuss achievements and challenges.
- Use of data to assess the impact of actions taken.
- Collecting feedback from pupils and parents on the effectiveness of initiatives and any areas needing improvement.

Positive School Culture

- Training for staff on equality and diversity to foster a culture of inclusivity. These may include workshops on unconscious bias, cultural competence, and inclusive teaching practises.
- School events that celebrate diversity within the school community, such as cultural days or awareness campaigns.

Review and Adapt Objectives

The school's equality objectives will be reviewed every two years and reported annually to the Local Governance Committee and Executive Governance Committee.