

St Monica's R.C. High School – Equalities objectives 2017-2021

Attendance

Equality Objective: To explore and understand the reasons for absence and what strategies can be used, and support given, to individual pupils from the Polish, Gypsy, Roma & Traveller community to improve attendance rates.

Why: The school's attendance figures show that GRT and Polish pupils on roll have disproportionately higher absentee levels than those of their peers.

How: Consult with the school community that this impacts upon. Particularly make sure that parents/carers are involved and also specialist services e.g. the Traveller Education Team, CLAS and Interpreters, and our own Family Support worker.

Engage parents, community and pupils to promote good attendance and engagement in school life.
Conduct home visits where appropriate to help engage all families.

Impose fines where necessary to underline requirement for school attendance.

Outcome: To increase attendance of GRT and Polish children to a level nearer to that of non-GRT peers. We will of course continue to apply an adjustment taking into account the travelling lifestyles of some children from GRT communities, including those who are dual-registered.

Engagement in school activities

Equality Objective: To ensure that Ethnic minority/SEN and other groups of pupils from a proportionate percentage of student voice groups in school such as School council, Prefects, Peer Mentors, etc.

Why: Our mission statement states that *“We provide a caring, supportive environment where everyone is of equal worth”* We need to ensure that as pupils take on leadership roles within the school, the makeup of those groups reflect the community that they lead. .

How: To track the makeup of pupils in groups. If there is a lack of representation from a particular group to look at why this is.

Outcome: All members of our community have a voice and different minority groups and sub groups are represented in the body of the school.

Attainment

Equality Objective: To work to close gaps in attainment, so that all groups attain the grades they are capable of regardless of gender, ethnicity and economic background.

Why: Our mission statement states that we will support all *to “develop their God given talents to the full.”*

How: We will ensure that high standards are expected of all, as evidenced by our data and tracking systems. We will provide intervention for pupils who are identified as underachieving in order to support their progress.

Outcome: The gaps between different groups will close. More pupils reach their target levels.