



**St Teresa of Calcutta  
Roman Catholic  
Multi Academy Trust**



### St Monica's R.C. High School – Equalities objectives 2020-2023

#### Attendance

**Equality Objective: To explore and understand the reasons for absence and what strategies can be used and support given to individual pupils from ethnic minority backgrounds to improve attendance rates.**

- Why:** The school's attendance figures show that ethnic minority pupils on roll have disproportionately higher absentee levels than those of their peers.
- How:** Consult with the whole school community that this impacts upon. Particularly make sure that parents/carers are involved and also specialist services e.g. 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 to support families.
- Impose fines where necessary to underline requirement for school attendance.
- Outcome:** To increase attendance of ethnic minority pupils to a level nearer to that of their peers.

#### Engagement in school activities

**Equality Objective: To ensure that ethnic minority / SEND and other groups of pupils form 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 these groups reflect the community 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.

Reviewing equality based on the impact of COVID 19, the school continues to focus on digital poverty where families are affected and seeks to provide support for families where possible.

**Outcomes:** The gaps between different groups will close. More pupils will achieve their targets.