



## Equalities Objectives Action Plan

<b>Date approved</b>	Advent 2020	<b>Approved by</b>	St Mary's Voluntary Catholic Academy Local Governing Body
<b>Review cycle</b>	Sept 2020 –Sept 2021	<b>Signature</b>	<i>Fionuala Boucher</i>
<b>Due for review by</b>	Advent 2021	<b>Name</b>	Fionuala Boucher, Executive Headteacher

Objective 1							
Why	Activities	Timing	Success criteria	Responsibility	Training	Cost	Barriers to address
Link to Strategic Aim 2.3 Equality of access to language support for pupil and for parents re information sharing	Secure support from Ethnic Diversity Service for EAL pupil & families, where required	Advent 1 & 2 Spring 1 (to be continued if required)	Pupil will have 1:1 3h per week; Parent will be able to access school information through translation of communication	SB to liaise with EDS (Wellbeing lead) SY to ensure contract in place (SBM)	N/A	£18 ph x 3 weekly £1080 for half the school year (with second half of year available, if needed)	Translation of bulletin – personnel to translate on site, weekly
Objective 2							
Why	Activities	Timing	Success criteria	Responsibility	Training	Cost	Barriers to address
Link to Strategic Aim 3.3 Equality of access to emotional support following return to school 2020	-BSS support for identified individuals -Revised timetable for TAs and LSAs -My Plans and action plans in place for individuals, setting out nurture and emotional support systems -Check-in/ out with named adult/s	-Recovery Curriculum from September 2020 -Termly review of plans and successes, last week of each term -SEND review meetings	-Identified pupils will find it easier to regulate their emotions, self-control and behaviour; - Learning will be more readily accessed and retained due to being more frequently and reliably 'ready to learn'	CBR (Inclusion Lead)	-BSS sessions on fortnightly visits -Access to BSS courses -Trust and LA Teams sessions for supporting pupils -FAB to attend EP training Sept 2020 -CBR to attend EP training Nov 2020	Within Trust support Gold level BSS SLA	Covid secure plans for distribution of adult support



<b>Objective 3</b>							
<b>Why</b>	<b>Activities</b>	<b>Timing</b>	<b>Success criteria</b>	<b>Responsibility</b>	<b>Training</b>	<b>Cost</b>	<b>Barriers to address</b>
<b>Link to Strategic Aim 3.3</b> <b>Equality of access to learning support following return to school 2020</b>	<b>-Recovery Curriculum action plan in place and followed</b> <b>-Targets in line with pupil needs and noted in Autumn parent/teacher consultation paperwork</b> <b>-Teacher planning in line with curriculum plans and annotated accordingly</b> <b>-Pupil Progress meetings</b>	<b>Sept 2020</b>	<b>-Data will be available to show current position of pupils in core and foundation subjects NFER, Century Tech &amp; other)</b> <b>-Action plans and individualised programmes will outline what groups of, and individual, children need to work on and achieve on a termly basis</b> <b>-Monitoring procedures and pupil workbooks will attest to rapid progress of pupils in identified areas</b>	<b>AP (DHT)</b>	<b>-Curriculum expert groups via Trust</b> <b>-Data Manager training re systems, e.g. Insight and NFER</b> <b>-CPD in line with SDP</b>	<b>Within Trust support</b>	<b>Attendance</b>

Strategic Aim 2.3: Ensuring that our positive and well-established partnership with parents is further enhanced by informing, equipping and sharing with parents the relevant teaching and learning approaches being developed and further developing these invaluable links to support pupil progress

Strategic Aim 3.3: Confirming through shared, agreed and reviewed practices that all disadvantaged pupils and those with additional needs across the school have access to what they need to develop and improve - also linked to Covid Catch-up Funding Action Plan