


<b>School Improvement Plan New October 2024 (version 1)</b>	<b>Single Equalities Action Plan 2024 -27</b>	<b>Overall Target:</b> <i>Every member of our school community feel loved, and valued; diversity is celebrated across school life. Our Mission Statement is embedded and being realised.</i>	
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Current Situation/Critical Analysis	Supporting Evidence	Required Changes
<p>We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our pupils.</p> <p>Disadvantaged pupils are well supported.</p> <p>Incidents of discrimination (protected characteristics) are taken very seriously by all staff and pupils. They are recorded and dealt with swiftly and parents are always informed.</p> <p>Parent views on equality have not been actively sought for a number of years</p>	<p>Pupil Development is outstanding (Ofsted 2024) PSHE planning, RE planning and observations, assemblies and in talking with pupils.</p> <p>National data , internal data</p> <p>Incident log on CPOMS % in serious incident record</p> <p>Evidence of parental voice in annual surveys and in 1-1 meetings. Recent survey on formal reporting and IEPs produced some insight into current needs.</p>	<p>Ensure provision remains strong, curriculum relevant and engages all pupils.</p> <p>Cohort specific, ensure pupil progress processes are robust and accurate; ensure interventions and support are timely and effective.</p> <p>Increased inward mobility across the school must address any gaps in pupil understanding and ensure high expectations of behaviour and the embodiment of the school Gospel values is upheld.</p> <p>Whole school Parent survey.</p>

Actions including staff training	Key Personnel	Time scale	Costs £	Funding source	Success Criteria/intended Outcomes	Progress
<ul style="list-style-type: none"> <li>Pupil Development lead (Mrs Bramhall) to undertake regular pupil discussions and provision reviews to ensure that St Bernadette's Catholic curriculum including subjects such as RE, HRSE and Economic education contribute to pupils' personal development and that pupils are able to articulate the impact.</li> <li>Pupil development discussions take place termly.</li> <li>Pupil development page added to school website.</li> </ul>	<p>Mrs Bramhall</p> <p>Headteacher and PD Lead</p>	<p>Ongoing</p> <p>Autumn 24</p>	<p>Release time</p> <p>Release time</p>	<p>Budget</p> <p>budget</p>	<ul style="list-style-type: none"> <li>✓ Release time for subject leader to undertake pupil interviews is scheduled each term.</li> <li>✓ Governor visits will take place in the spring term.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Evidence shows that pupils at St Bernadette's are confident, articulate young people who are well prepared to become responsible, respectful and active Catholic citizens.</li> <li>✓ Evidence shows that pupils know how to keep themselves, healthy and safe in an ever changing world both in person and online.</li> </ul>

<ul style="list-style-type: none"> <li>• Pupil Progress procedures are well established.</li> <li>• New staff members will need to be prepared for and undertake these diligently to ensure that ALL pupils make the best possible progress from their starting points.</li> </ul>	SLT Teachers  Assessment lead	Ongoing  Autumn 24	£250  -	Budget  -	<ul style="list-style-type: none"> <li>✓ Pupil progress meetings held at the end of each term.</li> <li>✓ Teachers know their children and put in place timely and effective interventions for those pupils at risk of falling behind.</li> <li>✓ Teachers target, children from all groups for stretch and challenge through our ambition for all strategies.</li> <li>✓ Pupils are able to talk about how they learn, what they have learnt and what they need to do next in order to improve.</li> <li>✓ Pupils can articulate how they are supported with their learning and how they are stretched and challenges in their learning.</li> <li>✓ School is a member of NACE</li> </ul>	<ul style="list-style-type: none"> <li>✓ Evidence from both data and observations shows that ALL pupils realise their full potential and independent and active learners.</li> </ul>
<ul style="list-style-type: none"> <li>• Need to provide parents with opportunities, through focussed surveys, to comment on equality, inclusion and accessibility.</li> <li>• To review and update the single equalities action plan and accessibility policies in light of community feedback in order to work to further embed diversity, equality and difference in teaching &amp; learning, school policy and practice.</li> <li>• To undertake an accessibility audit involving all stakeholders.</li> <li>• Working party walk through of site to include representatives of all stakeholders.</li> <li>• Update the accessibility plan for our school.</li> </ul>	DS, CR, staff, governors, pupils & parents	Spring & Summer terms 2025	TBC upon completion of audit	TBC	Accessibility plan is updated. Single equalities policy and plan are updated and reflect accurate next steps. Curriculum is fully inclusive and reflects equal opportunities for all. All stakeholders have contributed to updated single equalities policy and action plan.	<ul style="list-style-type: none"> <li>✓ Mission statement is fully realised. Our school policies, practice and environment are fully inclusive and all evidence proves this.</li> </ul>

<ul style="list-style-type: none"> <li>• To continue current work to maintain and enhance our Catholic Curriculum ensuring that it fosters in our children a deep commitment to treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential.</li> <li>• Subject leaders review, reflect and enhance resources to support equality and diversity within their subject areas.</li> <li>• Subject leaders can talk about outcomes in their subject for all pupils and make adjustments to curriculum as required.</li> </ul>	DS, CR and all Subject leaders and teachers	Ongoing	Various	Subject area curriculum budgets linked to SIP	Curriculum provides time, resources and gives value to equity and equality. Children can explain how people should be treated and know some examples of inequality	<ul style="list-style-type: none"> <li>✓ Curriculum planning and provision ensures representation and access for all.</li> <li>✓ Gospel values are embedded in long term and medium planning.</li> <li>✓ All pupils enjoy and achieve across a broad and balanced curriculum which fulfils the school mission statement.</li> </ul>
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Procedures for Monitoring Actions	Procedures for Evaluating Impact
We review and update our equality objectives every year and report termly to the governing body on progress towards achieving them. We involve and consult staff, pupils, governors and parents and carers.	Evaluation of the equalities plan forms part of the Headteacher's report termly to the full GB.

Intended Impact ( see overall target)
Unacceptable/bullying behaviour towards protected groups is eliminated. Respect and tolerance of others is embedded and diversity is celebrated.. Single equalities to be understood by all involved in the life of the school.