



EQUALITY INFORMATION AND OBJECTIVES STATEMENT

**Approved By Headteacher on behalf of the Governing Body with
effect from 1st January 2022**

Prepared by: _____ Mrs C Spicer

Signed by Headteacher: _____

Review Date: _____ 1st January 2023

All of our policies are directly derived from our Mission Statement;

“Our Lady & St John Catholic College aims to be a caring Catholic Community centred on Christ, so as to fully develop the Gifts and talents of each person in order to love and serve God, others and themselves”

Our Lady & St John Equality objectives 2021-22:

Objective 1:

Increase understanding of issues around LGBTQ+ so that 90% of staff report that they are well informed, know how to promote inclusivity and can identify / address bullying.

Why we have chosen this objective: we want to prepare the school to support any pupils who may have issues around gender identity.

By July 2022 we plan to: researched good practice and developed a clear plan to improve this support; have held staff training with 90% of staff agreeing that they are well informed and would know how to respond.

Progress we are making towards this objective: Contact has been made with another Catholic High school; 14 pastoral staff have been trained in the implications for school in supporting any gender-related issues.

Objective 2:

Closely monitor the wellbeing, engagement and progress of SEND and Disadvantaged students during Covid and provide additional support to minimise and reduce gaps on their return to school.

Why we have chosen this objective: to ensure are most vulnerable pupils are engaged in learning on their return to school after lockdown. Ensure they are supported and monitored closely in the progress they make.

By July 2022 we plan to: measure the progress of vulnerable, SEND & all pupils regularly to allocate resources accordingly with the aim of reducing gaps in attainment.

Progress we are making towards this objective: additional specific support offered to individual SEND pupils; mentoring offered to Yr 11; MHST referrals for those in need.

Objective 3:

To actively challenge stereotypical behaviours that can deny opportunities to students through option and careers guidance so that 90% of Year 11 students agree that they have been well informed of potential careers available to them, regardless of gender.

Why we have chosen this objective: to ensure that all pupils (M/F) are given information to ensure equal access opportunities for higher education courses and careers after school and support their interests and career paths with local context in mind

By July 2022 we plan to: specifically target M/F dominated careers to open up accessibility to pupils in KS4. Over 90% of Yr 11 pupils will acknowledge that they have received non-gender specific careers guidance and will have shared several experiences from former OLSJ pupils who have followed similar routes into single gender-dominated careers.

Progress we are making towards this objective: specifically, using the OLSJ alumni group, we have invited key workers in different fields to share their career paths. These Q&A sessions regularly feed in form time. Individual interviews re Careers' paths with SLA provider and with Career's lead in school