

St Joseph's Camberwell Catholic Schools' Federation Equality Objectives: March 2021 - 2025

Objective 1:

- **To close the gap of achievement between disadvantaged pupils and other pupils**

Why?

- Ensure that all pupils achieve their best outcome and that no pupil leaves the school underperforming on the basis of being eligible for pupil premium funding.

How will we address this?

- Have clear and robust tracking data to identify pupils closely
- Provide additional intervention support in year groups where the need is greatest
- Purchase high quality resources to ensure access to all curriculum areas
- Fund achievement activities e.g. after-school clubs for disadvantaged pupils

Outcome:

- Increase in the pace of progress
- Positive pupil engagement
- High quality work evidence within children's books, showing gaps are diminishing
- Academic achievements consistently in line with national and/or Local

Objective 2:

- **To close the gap of achievement between more able pupils at St Joseph's Federation and similar pupils nationally and or Locally**

Why?

- To ensure pupils achieve their full potential and that no more able pupils leaves the school underperforming
- Data shows the pace of progress for the more able has been slower than other groups
- To ensure pupils academic achievements are at least in line with both national and local achievements

How will we address this?

- Identify a More able pupil Champion who will raise the profile the more able across the Federation
- Ensure pupils are provided with high quality teaching and learning which challenges and
- Have clear and robust tracking data to identify pupils closely
- Purchase high quality resources to ensure access to all curriculum areas
- Opportunities through the curriculum for access to competitions to work alongside similar peers from other schools
- Links with stakeholders to provide opportunities for more able e.g working with local secondary schools

- Greater opportunities for working at greater depth
- Preparation for SATS working at greater depth
- Academic mentoring and intervention
- Ensure high levels of parental and pupil engagement in learning and school life, across all activities to ensure equality and fairness in access.

Outcome:

- Increase in the pace of progress
- Positive pupil engagement
- High quality work evidence within children's books, showing gaps are diminishing
- % of pupils working at greater depth across the Federation consistently in line with national and/or local expectations.

Objective 3:

- **To ensure that the curriculum is reflective of the diversity within the Federation and actively promotes tolerance and respect particularly focused on BAME communities**

Why?

- Every life matters, Black Lives Matter – Our school is committed to promoting racial equality and cultural Inclusion.
- To ensure that all persons within the Federation feel valued and children in both Key stages have a clear understanding of the world around them. This includes recognising the importance of difference between individuals.

How will we address this?

- To ensure that all adults across the Federation set and expect high levels of achievement and behaviour from all BAME children
- Review the whole curriculum map in each school, this will reflect diversity and each child will be treated according to his/her uniqueness with all the attendant impact of cultural and religious background and influence
- Promote equality through whole school assemblies, RE and PSHE lessons
- High aspirations will be set for BAME children to ensure that they reach their full potential
- Inviting BAME role models into the school to talk to and encourage the children and give them first-hand experiences
- To ensure that all children are taught about the contributions that have been made by the BAME community through a range of curriculum subjects. Including the celebration of, but not limited to Black History month.
- Deliver parent workshops

Outcome:

- Positive pupil engagement
- Raised expectations across the Federation of BAME pupils academic potential and behaviour
- Academic achievements consistently in line with national and/or Local
- A curriculum which positively reflects the wide ranging cultures within our school