



Saint GREGORY'S
Bath

Equality Objectives Action Plan 2018-19

In Christ we flourish

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Our Mission

Our mission as a Catholic school is summed up in the words of our motto, In Christ we Flourish. For our young people this means that we want them to flourish as rounded individuals in a learning environment which is explicitly Christian and allows their God-given gifts and abilities to grow and develop. We aim in particular to create a school culture with high expectations and aspirations, in which the confidence, critical thinking and self-esteem of our young people is promoted and an understanding and respect of other cultures and the wonder of creation is embraced. We are committed to the good of the community, not only our family of schools, but the local and wider Catholic community we serve. With Christ as our strength and inspiration, we aim to provide an education which above all recognises the value and dignity of every person and aims to promote their personal development and well-being so that they will be ready to take their place in society as principled witnesses to the values of the Gospel.

Our commitment to the promotion of the British values of democracy, rule of law, individual liberty and mutual respect and tolerance of other faiths and cultures arise out of our foundational commitment to Gospel values. British values arise out of the Christian heritage of this country. We are fully committed to the active promotion of those values, especially in the promotion of the spiritual, moral, social and cultural development of our students which is such a feature of our school, described by Ofsted in 2013 as “exceptional.” Furthermore, we are committed to the implementation of the Prevent Guidance which came into effect on 1 July 2015. Since we are inspired by the Gospel of Jesus Christ, the culture of our school is a “culture of life”, as opposed to those who are committed to radicalisation and extremism who only offer a “culture of death.” Our role is to offer our students a vision of human flourishing which is more compelling than the vision offered by the extremists who have managed to lure some young people in this country to travel abroad and engage in hopeless violence. The Lasallian values that we are guided by promote Gospel values and British values.

Our most recent Ofsted inspection in July 2013 confirmed that we are Outstanding in every area, as did our Section 48 Clifton Diocese inspection in October 2013. However, outstanding does not mean we are perfect by any means and we will ensure that the areas for development identified in the reports are implemented. Our constant priority is to improve the achievement of all students as well as to develop the richness of their spiritual, moral, social and cultural provision. For the next three years we will have a particular focus on our mission and the Clifton Diocese theme of building a culture of vocation. We have already reviewed our mission statement as part of this focus, with careful reference to the theme of vocation. In the promotion of a culture of vocations our key message is that all people are called by God to some definite purpose and we will encourage all our students to use their gifts to that end and for the greater good of society. (Mission Statement)

Objective	Protected characteristic	Aim	Target group(s), e.g. whole school, girls, boys, SEN, staff, etc	Action	Who is responsible?	Dates from and to
1.To continue to provide the most effective support for vulnerable students through the work of the Inclusion Team and PLG leading to effective mentoring and support.	All protected characteristics	To increase the support available for vulnerable students through tutoring and mentoring.	PP, PP plus	MLE to continue to monitor the progress of PP students. KST/KMD to continue to monitor the progress of SEND students. SMC to continue to support vulnerable students through organisation of counselling.	KMD, MLE, SMC, KST	Ongoing
2. To continue to monitor the use of the Pupil Premium and report on the impact on narrowing the gap.	All protected characteristics	To close the gap in achievement between E6 and non-E6 students. To ensure that LAC have full access to the curriculum .	PP, LAC	SMC to meet with CIC weekly and keep notes. SEND, PP, EAL, CIC, Forces Progress Reports analysed 3x annually by SLT/HoY Attendance of PP,SEND,LAC and Forces students monitored fortnightly by STU	KMD, HoY, HoF, SMC, STU, MLE	Ongoing

3. To improve the attendance of vulnerable learners.	All protected characteristics	To reduce the percentage of students from vulnerable groups who are Pas.	PP students	Text sent to parents on first day of absence through School Comms. Tutors/HoY monitoring attendance. Attendance meetings with parents/carers of students below 95% who are PP.	KMD, STU, HoY	Ongoing
4. To promote the Lasallian values and promote our commitment to British and Gospel Values within the school.	All protected characteristics	To deepen student's understanding of what British and Gospel Values are. To give witness to the school hallmarks	All students	Continued promotion of both British and Gospel values in assemblies. To continue to use the Lasallian values to give expression to how the Christian life can be lived.	ACU, MRO, All staff	Ongoing
5.1 To contribute to the common good and develop cultural sensitivity among our students by further developing our international links with Córdoba in Spain and the Erasmus+ Project.	All protected characteristics	Students' cultural understanding is improved, promoting greater respect and tolerance among students. Lessons learned from international experiences should	All students	DME to organise and host visits to and from the aforementioned schools. DME to debrief SLT following international visits.	Head of International Links	Ongoing

		inform best teaching practice.				
6. To further develop partnerships with local communities and stakeholders through focus groups to facilitate contribution to the school policy on Equality.	All protected characteristics	Stakeholders have the opportunity to contribute to the development of the school policy on Equality	EAL students, disabled students, SEN students	To develop the work of the Equalities Group with support from the LA.	SMC	T2
7. To use extended codes in SIMS to facilitate better monitoring of EAL/ethnic groups in the school.	EAL/Ethnic groups in school	To be able to report on attendance beyond AOWB (eg Polish, Spanish).	EAL students	KMD to organise the use of extended codes.	KMD	T6 2018