



St Mary's College Equalities Action Statement and Plan

Equality Objectives 2015-2017

This Single Equalities Action Statement and Plan follows on from the Single Equalities Policy 2015-2017 where more details are provided on the school's commitment to meeting the Equality Act 2010. Please refer to the above policy for details on and ensuring that we comply with the Public Sector Equality Duty to eliminate discrimination and advance equality of opportunity for all students and staff.

Whilst it is no longer a statutory requirement for the school to have an Equality Action Plan this statement shows the school's day to day commitment to equality of opportunity and the actions taken to embed this commitment throughout the school.

The following are actions and procedures that ensure the school meets the PSED and our mission statement that 'each person in our community is specially valued and has an important part to play in making sure that we live out our mission.' This table includes Free School Meal students, FSM6, as a cohort subject to economic disadvantage who nationally do not perform as well as their peers. Whilst economic disadvantage, as measured by FSM6, is not a PSED protected category, FSM6 is included as they are a significant cohort of students for whom the school is committed to ensuring that equality of opportunity exists and FSM6 students make the same levels of progress as their peers. There is a separate report to detail the school actions and , are closely monitored and for whom the school report separately through the Pupil Premium Report.

Key Actions and Procedures.

Action/Procedure	PSED category, including FSM6 students.	Information
Detailed student data prepared reporting on progress and achievement through Raiseonline and internal pupil monitoring data which analyses results by gender, race, FSM and disability.	Gender, Race, Disability, FSM6	Detailed ongoing analysis of pupil data is routinely prepared and disseminated to teaching staff to identify any students and cohorts of students underachieving so that prompt action is taken to improve the progress and achievement of students not making expected progress.
School Policies and Policy Review	Disability, Gender, Race,	School policies are reviewed and updated to ensure compliance with

	FSM	statutory guidance, best practice and comply with the school's commitment to promote equality of opportunity.
Racial and gender awareness is promoted throughout the school through PSHCE, assemblies, and curriculum content.	Race, gender	The aim is to ensure that racism is not tolerated in the school. Gender equality is promoted across the curriculum.
Log of racial and gender incidents (homophobic) are reported to the school governors Pastoral and Inclusion Committee. School Exclusions also reported to governors.	Race, Gender, Disability	Governors have an important role in monitoring racial incidents and school exclusions to ensure equality of opportunity and school actions to promote the PSED.
Close monitoring of students welfare and progress by personal tutors and year group heads and learning mentors. Issues that may relate to 'equality of opportunity' will be identified quickly and promptly actioned to support students in their learning.	Gender, race, disability, FSM6	All students have a personal tutor and are attached to a year group supported by a Head of Year and Learning mentors. Any concerns on students are passed to the HOY and the pastoral team to ensure students are making their expected progress and problems are dealt with promptly.
Inclusion of all students in school activities, including non-curriculum activities such as sports and non-educational visits, as well as teaching and learning activities. The aim is that all students should equally be able to participate in school activities.	Gender, race, disability, FSM6	The school inclusion ethos and procedures are set out in various policies and school practices, eg school visits, inclusive Sports activities, SEN Policy, curriculum content.
Sports activities promote inclusion for disabled students and girls participation in traditional male sports.	Gender, Disability	The school promotes equal participation of girls in sports through girls rugby and football teams which participate in national competitions. The school promotes wheelchair sports through an external partnership with Hull FC for wheelchair rugby and a partnership with Kingston Panthers for wheelchair basketball and teams compete with other schools. Inclusive sports sessions run on two lunchtime sessions a week.