

Appendix 1: ACTION PLAN: ST THOMAS CATHOLIC ACADEMIES TRUST SEPTEMBER 2022 – 2025. This appendix should be read alongside the Trust Equalities Policy on the Trust website: [Trust Information - St Joseph’s Catholic High School \(st-josephs.slough.sch.uk\)](http://Trust Information - St Joseph’s Catholic High School (st-josephs.slough.sch.uk))

The following action plan outlines what will be achieved in the following years with regards to meeting the Single Equality Duty over the next three years. This plan applies to all schools in our Trust and will be further supplemented by school-specific plans following further evaluation over the 2022-23 academic year.

| DUTY UNDER EQUALITY ACT | INTENT | IMPLEMENTATION How are we going to do it? | IMPACT | WHO | WHEN? |
|---|---|--|---|---------------------------|---|
| RACE: <ul style="list-style-type: none"> Tackle racial discrimination | <ul style="list-style-type: none"> Fully evaluate the nature lived experience of students and staff in our Trust to test for systemic discrimination. | <ol style="list-style-type: none"> To review behaviour data with reference to ethnicity to ensure that all students are being treated equally. To review academic performance indicators | <ul style="list-style-type: none"> School leaders and all those involved in governance will have a deep understanding of the disparities that may affect our family of schools School leaders will respond to findings of annual evaluation to integrate actions to tackle discrimination wherever it might occur into improvement plans | MCL | Annually by 1.12 to feed into Annual Report |
| RACE: <ul style="list-style-type: none"> Promote equality of opportunity Promote good relations between persons of different racial groups | <ul style="list-style-type: none"> Drive awareness of race equality Our school staffing community to become increasingly reflective of the diverse community we serve | <ul style="list-style-type: none"> Ensure race equality assessment is an active consideration in the development of all policies in all schools Develop targeted sponsored internships to promote recruitment from communities that reflect our ethnic diversity | <ul style="list-style-type: none"> All policies in the academy Trust to have an equalities assessment at point of renewal from September 2023 onwards A cohort of interns for the year 2022-23 to be ethnically diverse and a direct consequence of targeted marketing A cohort of STCAT trainee teachers from September 2025 to increase workforce diversity having progressed through internship programme | MGN ANL ANL | Complete 09.25 05.23 09.25 |
| DISABILITY: | <ul style="list-style-type: none"> Drive awareness of disability equality across our schools | <ul style="list-style-type: none"> Ensure disability equality assessment is an active | <ul style="list-style-type: none"> All policies in the academy Trust to have an equalities assessment at point | MGN | Complete 09.25 |

| DUTY UNDER EQUALITY ACT | INTENT | IMPLEMENTATION How are we going to do it? | IMPACT | WHO | WHEN? |
|---|--|---|--|---|--|
| <ul style="list-style-type: none"> Promote equality of opportunity Promote positive attitudes towards disabled people Encourage disabled people's participation in public life | <ul style="list-style-type: none"> Further develop our specialist services to students with a range of SEN and Disability to ensure inclusion across our school settings, gaining access to high quality education throughout. | <p>consideration in the development of all policies in all schools</p> <ul style="list-style-type: none"> Promote opportunities for development of specialist provision within our schools where we have the capacity to do so | <p>of renewal from September 2023 onwards</p> <ul style="list-style-type: none"> Additional specialist provision in place in at least one Trust school in each area (Slough, Bucks, Luton and Central Beds) | MCL | 09.25 |
| <p>GENDER</p> <ul style="list-style-type: none"> Eliminate unlawful discrimination and harassment Promote equality of opportunity between male and female learners and between men and women Promote good relations | <ul style="list-style-type: none"> Drive awareness of gender equality across our schools Further reduce the Gender Pay gap Ensure our Catholic schools are places where people of all sexual orientation are welcomed and valued for the person they are and God wishes them to be. | <ul style="list-style-type: none"> Ensure gender equality assessment is an active consideration in the development of all policies in all schools Ensure we are able to retain quality leaders through active consideration of flexible working Following consultation to promote awareness, all school websites to carry positive inclusive statement outlining our commitment to celebrating the gifts and talents of all people and welcoming all to our family of schools. Teaching of RSE to include a positive affirmation of diverse family situations, celebrating the love that exists in those family units | <ul style="list-style-type: none"> All policies in the academy Trust to have an equalities assessment at point of renewal from September 2023 onwards The gender pay gap will continue to narrow and females will be proportionally represented in senior roles across our academy Trust LGBT+ staff and students to identify schools in STCAT as places where they are comfortable and celebrated as they people they are without any sense of exclusion or marginalisation. Independent audit review of RSE highlights the progressive and inclusive nature of our curriculum that will skilfully celebrate the Glory of God present in the love between all people. | <p>MGN</p> <p>JRN</p> <p>MCL</p> <p>MCL</p> | <p>Complete 09.25</p> <p>09.25</p> <p>09.25</p> <p>09.23</p> |

