# **St John the Baptist Catholic MAT Equality Objectives**

* **We aim for all students to reach their potential**
* **We will promote a diverse work force**
* **We promote fair access to appropriate development opportunities for all staff**
* **We seek the views of members of our school communities (students, parents, staff and our wider community) in order to inform the Trust’s ongoing planning and review process**

### Equality Objectives in Trust and School Planning

These objectives will inform and be part of the Trust’s Improvement and Development Plan and relevant information with regard to progress is shared with Directors regularly and will be published on the Trust website in reports such as the PSED Annual Report.

Review of these objectives will take into account Trust and school priorities generated through the Trust and school’s ongoing review cycles which are informed by the collection of data including the views of students, parents and members of staff. These objectives, in addition to each school’s additional bespoke equality objectives form part of each School Improvement and Development Plan.

### School Specific Equality Objectives

Each School will review and agree upon any additional Equality Objectives in light of the school context and reflect those Equality Objectives in their own SIDP.

* We champion the vulnerable and disadvantaged, breaking down barriers to learning and maintaining a sharp focus on eliminating the gap between vulnerable pupils and others.
* We use robust and effective staff appraisal systems and tailored continuing professional development for improving professional practice, based on the identified needs of staff, individual schools and the Trust.