



St Joseph's

Catholic Primary School



The Way, The Truth, The Life

St Joseph's Catholic Primary School Equality Objectives 2026-2030

The Xavier Catholic Education Trust's commitment to equality in everything that we do. Xavier trust is committed to equality in both employment and education provision. We recognise the diverse nature of our locations and services, and aim to ensure that students, parents, governors, employees, contractors, partners, directors, clients and those who may potentially join the Xavier community, are treated fairly, and with dignity and respect. St Joseph's Catholic Primary School's Equality Objectives should be read in conjunction with the Xavier Catholic Education Trust's Equality Policy which can be found on the website: Xavier Catholic Education Trust – Striving for excellence (xaviercet.org.uk).

Should you have a concern about any element of equality, inclusion or diversity (EID) across the Xavier Trust or need to report an incident please contact DIFT@xaviercet.org.uk.

Measurable Objective	Intentional Actions	Review Dates
To improve school attendance for children who are disadvantaged.	• Dedicate weekly Headship time to reviewing school attendance for disadvantaged children. • Work closely with disadvantaged families to understand barriers to attendance and develop support plans in response. • Offer free extra-curricular provision to children receiving targeted free school meals. • Use school communication systems to increase the profile and culture of strong school attendance and punctuality. • Ensure there is a warm welcome from the Headship Team on the school gates and from school staff at the classroom door.	Half Termly: November 2027 January 2027 April 2027 June 2027

To reduce the attainment gap between children with Special Education Needs and Disabilities and those without.	• Use WellComm assessments for all children from the beginning of the Reception year, to better understand children's communication and language needs more quickly. • Develop staff knowledge and confidence of oracy skills through a whole school oracy strategy. • Embed the Read Write Inc phonics scheme to support swifter progress for vulnerable children through the use of challenge point groups, half-termly assessment, 1:1 tutoring and Fresh Start intervention. • Adopt vocabulary-rich curriculum materials through the use of formal schemes and approaches: RWI Phonics, Master Readers and KAPOW.	Termly: January 2027 April 2027 September 2027
To reduce incidents of child-on-child discrimination.	• Adopt and embed a formal scheme for PSHE and RSE - Ten:Ten Life to the Full Plus - to achieve coverage of issues related to equality, diversity and inclusion aligned to our Catholic identity. • Use weekly worship routines to introduce values and virtues that support a tolerant and just society, with examples of real-life application through individual witnesses and careers education. • Celebrate our universal Catholic identity by visibly promoting children's identity, heritage, culture and language across the school. • Achieve a multi-cultural dimension to school events and performances to showcase our diverse community. • Make use of professional materials to discuss and tackle incidents of discrimination e.g. Show Racism the Red Card.	Termly: January 2027 April 2027 September 2027
To increase the diversity of our staff and governor team, to better reflect the community we serve.	• Advertise school staff and governor vacancies broadly and locally, including on our website and in parish communications. • Invite expressions of interest for applicants who are uncertain about applying, to provide opportunities to tour the school and understand more about the roles. • Invest in staff training to support applicants whose English proficiency needs further development. • Increase the visibility of the School Governance Group "on the ground" so that children, staff and parents have a better understanding of their role.	Annually: September 2027