

The Federation of Heathfield and St Francis Schools



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EQUALITY OBJECTIVES FOR THE FEDERATION OF HEATHFIELD AND ST FRANCIS SCHOOLS

The UNCRC identifies the rights of the child. “Every child has rights, whatever their ethnicity, gender, religion, language, abilities or any other status.” (UNICEF)

The Equality Act 2010 informs the Federation’s Equality Objectives. The Act ensures that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation.

Our Federation and School Improvement Plans 2020-21 inform our Equality Objectives for this academic year:

PROTECTED GROUP	IMPROVEMENT PLAN LINKS	SUCCESS CRITERIA
Looked After Children (LAC) and those who have experienced early trauma and attachment difficulties	3.2 To demonstrate how Attachment and Trauma Aware Schools training can impact on our vulnerable young people	Children who have experienced early trauma or attachment difficulties, will have their needs addressed by trained practitioners. The action plan will identify key pupils requiring intervention and a summary of progress will be in place.
All pupils within the Federation	2.2 To continue with the Rights Respecting Agenda, and work towards the UNICEF Gold award	All young people in the Federation will know about or have an awareness of their rights, regardless of their gender, ethnicity, disability or belief, or sexual orientation.
Pupils with Severe Learning Difficulties (SLD)	1.1 To revise the curriculum further as a Federation, to ensure it meets the needs of all pupils, and evaluate its impact on pupil progress.	Pupils with severe learning difficulties will have a curriculum that meets their learning needs well and this will be evident in their progress over time.
Pupils with emotional dysregulation	2.1 To use the THRIVE approach to facilitate the emotional development of young people with SEMH needs, and measure the impact on the pupils	Young people experiencing difficulties in regulating their emotions will be identified and interventions put in place. The impact will be that those pupils will access their learning tasks more and there will be less incidents.