



Equality Objectives

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The Sovereign Trust is a Multi Academy Trust registered in England No. 09666511. Registered Office: Manor Academy Sale, Manor Avenue, Sale M33 5JX



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Our Equality Objectives for 2021-2023 are:

Each objective has their own action plans within development plans.

Objective 1:

To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.

Data is analysed in pupil progress meetings at least 3 times a year. Any areas causing concern are then addressed and steps put into place with any groups or individuals requiring intervention.

Objective 2: To raise levels of attainment in all subjects for vulnerable learners to ensure all learners achieve equally well.

Use data analysis, pupil progress meetings, teacher's performance management targets to ensure that any underachieving pupils are identified and supportive intervention measures are put in place.

Objective 3: To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement. The pastoral staff across the Trust schools have a range of ways to ensure that pupils and parents are supported across different aspects of school life:

Pupils with EHC Plans have termly targets and evaluations that are shared with home

Annual Review meeting to ensure that sufficient resources are being directed appropriately and the pupil can meet their potential.

A range of multi-agency professionals are used to meet need and support engagement e.g. SaLT, OT, CAMHS, Additional Services, Careers Advice

Use of school attendance staff to support improving attendance

Use of Behaviour staff to support behaviour

A range of student extra curricula activities - residentials, after school clubs, breakfast clubs

Parental and carer engagement groups including Parent Groups, Training sessions, EarlyBird courses and Family events. We recognise that family engagement has a positive impact on pupil attendance and progress.

Objective 4: To offer therapeutic interventions to enhance well-being, improve self esteem and aid communication through alternative means. We value the emotional needs of our children and young people and offer a variety of therapeutic interventions to help those experiencing difficulties in their lives. The intervention sessions help children and young people to manage stress and anxiety while improving their concentration, focus and listening skills. Therapeutic interventions improve their creativity and imagination whilst building up their confidence and self-esteem. The therapies include art, Lego, play, counselling, Outdoor therapy, Mindfulness and Yoga.