

DIVERSITY MARK ASSESSMENT FEEDBACK FOR NEWMAN CATHOLIC COLLEGE SCHOOL

On arriving at Newman Catholic College at 9am on Wednesday 18th March 2020. The Assessor Manoj Soma, Learning Work Business Consultant was warmly welcomed by Head Teacher

Mr Coyle. He observed that an assembly was taking place whilst walking past the Hall but did not have the opportunity to observe the assembly on this occasion. Manoj Soma was advised that the Assembly was being presented by the PE department, discussing wellbeing as a reflection under the current circumstances with Covid-19.

Manoj Soma was joined by Mr Coyle and the assistant Head Teacher and Diversity Lead Ms Doyne who mentioned that the school Assemblies are diverse in their subjects and are a positive part of school life. Manoj Soma observed that the 'pit' style Assembly hall was not accessible to someone with a physical disability as could only be accessed via steps. Mr Coyle recognises the school has limited disabled accessible/friendly facilities and infrastructure and has been requesting improved design for the school to make it more accessible for disabled children and adults but has been advised it is not currently financially viable.

Originally a Catholic school for boy's, the school has recently taken on girls of whom they now have around 60. Manoj Soma was taken on a tour of the school by a group of three boys who were all confident in talking about their school, he observed posters of diverse events and pictures of some children.

Standard 1 –Student Attainment

Newman Catholic College demonstrated evidence of processes to monitor attainment and clear action plans which promoted progress across the curriculum. Weekly meetings are held to discuss progress and to ensure those children with greater needs are recognized and accommodated, some of whom are refugees.

There was evidence of monitoring of key groups and gap analyses, followed by clear interventions. The Newman Catholic College has links with the Village School where staff can go for support and learn elements of specialty.

Newman Catholic College has established robust and welcoming induction systems to cater for the needs of those pupils who for a variety of reasons were previously not receiving an education. The induction system enabled these children to be supported with a parallel curriculum on arrival at Newman Catholic College, before joining the mainstream classes when appropriate.

There is evidence of how the school works to close the gaps between different groups and how teaching is adapted to cater for the needs of the pupils throughout the school.

Standard 2 –Values and Behaviours

The Newman Catholic College has a clear statement around school values and acceptable behaviours. These statements aim to promote respect and achievement for all student groups. The values are integrated in the Newman School values which are promoted across the setting and included throughout the school curriculum.

Mr Coyle has clear safeguarding guidelines in place for all students, providing a secure environment for learning. Manoj Soma met with some of the students at Newman Catholic College to understand their own experiences. The students expressed very positive experiences. Both boys and a girl from diverse backgrounds expressed their happiness in their experiences of being at the school. They demonstrated confidence whilst willingly participating in activities. They showed confidence in their ability to influence changes in school activities if needed and displayed enjoyment of their learning. There was an understanding among students of diversity and differing needs, and how this is being supported by the school, which is very positive.

The students demonstrated their ability to share their voice through the student council, where they felt they can be involved in making positive changes within the school. It was evident that the school respects different points of view and pupils feel enabled to express their thoughts confidently.

Newman Catholic College has developed effective policies to manage bullying and harassment, through a zero-tolerance approach. It was evident that pupils were being encouraged to understand and learn about different cultures, traditions and diverse events through trips, the study of different religions via school events and weekend learning for families. The children displayed evidence of constructing meaningful relationships with pupils from different backgrounds.

Standard 3 –Curriculum Innovation

Newman Catholic College have a wide range of innovative initiatives as part of the school's curriculum which includes the parallel curriculum for students who are new to the UK, including a focus on English language development and cultural engagement. In several curriculum areas, the diversity of the school community is exemplified through key work around life journeys and acceptance through arts-based education.

Newman Catholic College have a planned assembly program which focuses on a wide range of social issues and includes diversity. There was evidence that pupils were able to consider and participate in supporting different social causes. A positive example of this was the Christmas shoe box appeal.

Newman Catholic College also cater for individual needs, understanding pupils may have differing needs, the curriculum caters and enables tailored support with a real focus on refugees.

There was also evidence of wider values and celebration events such as the promoted celebration of International Women's day in early March.

Standard 4 –Community Involvement

Newman Catholic College are making progress and engaging positively with parents as part of their community involvement. There is evidence of a high attendance at parent events and the School's 'Parent Voice' speaks positively about the values and ethos of the school in this area.

The School became the first 'Refugee Welcome School' in London in 2017 and a 'School of Sanctuary' in 2019 as well as playing a significant role in the 'Safe Haven's campaign.

The school and its pupils are proud to create a positive view of its diversity to the parents and to the school's wider community.

Newman Catholic College has demonstrated its commitment to embracing diversity and differing needs by raising funds to offer a summer school for refugee children as well as weekly English language classes for parents, engaging the wider school community. The school are collating further evidence around their community involvement and celebrations and should be ready to share for the next stage of assessment if they look towards achieving the Gold standard.

Standard 5 –School Leadership

The school leadership showed a personal commitment to embracing diversity and inclusion, from the School Governor through to the Head Teacher and Diversity Lead as well as subject area teachers. There is good evidence of a commitment to creating and enabling inclusive environment for pupils to thrive.

The School is embracing new challenges and trying to learn from them and turning challenges into opportunities for pupils from different backgrounds. The school demonstrated that not only do they tolerate and respect ethnic minority groups, but they embrace and celebrate with these groups.

The School leadership team including the Diversity lead demonstrated good knowledge and understanding of the value of diversity and inclusion and importance of respect for pupils from diverse backgrounds. Several key staff members have been through advanced safeguarding training and there was some evidence of knowledge and understanding and embracing of many of the Equality Duty principles.

Summary

In accordance with the “Diversity Mark for Schools” framework, the school showed professionalism, enthusiasm and demonstrated knowledge of the importance and value of equality, diversity, and inclusion. Newman Catholic College has a strong vision and commitment to inclusion, equality and diversity and have demonstrated the efficiency to achieve the **Bronze** level.

Newman Catholic College school has real opportunities to develop provision for disabled boys and girls. There are currently some barriers for those people with a physical disability, and therefore a clear need to demonstrate how the school is working with and involving those with a disability, ensuring improved facilities and accessibility for all, and this might include a full Disability Access Audit.

The school leadership team also needs to demonstrate how the school are going to work with the increasing number of girls attending the school. To ensure all aspects of welcoming and integrating the girls within the school in line with all mixed school settings. This should include a clear understanding of what their needs are including awareness and training around FGM.

Newman Catholic College already has some evidence relevant to the silver award and should be able to build in this rapidly to enable achievement of the silver award very quickly.

The College will need to develop a folder of evidence with all the diversity mark headings detailing all the good things they are achieving, supported by evidence. This folder should also include details of new initiatives and how they will continue to build on this.

Our recommendations include improving on the celebration of pupil's achievement and celebrating different cultures through the posters and presentation boards throughout the school, including in the termly magazine good news stories and to promoting and including more diverse sporting activities. There is a need to see more evidence of assembly's embracing and celebrating diversity and evidence on Equality duty.