

## Equality Objectives

All staff across the Trust are expected to work to achieve the equality objectives.

The Head will, for their school, promote knowledge and understanding of the equality objectives amongst staff and pupils, and monitor success in achieving the objectives and report back to the Local Governing Committee.

Objective 1	Monitor and evaluate attainment levels and participation of all groups (undertake an analysis of recruitment data and trends in regard to race, gender and disability, and report on this to the LGC)	<p>To achieve this objective we plan to:</p> <ul style="list-style-type: none"> <li>- Update progress meeting format</li> <li>- Update assessments being used across the school so that they provide standardised scores and are nationally comparable data</li> <li>- Analyse data more thoroughly by groups</li> </ul> <hr/> <p>Progress we are making towards this objective:</p> <ul style="list-style-type: none"> <li>- Progress meetings are held after each assessment period</li> <li>- SLT/LMT are more thorough in their analysis of the data and trends being identified</li> </ul>
Objective 2	Continue to make the schools inclusive environments, where all pupils and staff are welcomed and valued irrespective of gender, race, religion, sexuality, disability, ethnicity or background (ensure reasonable adjustment agreements are in place for all staff with disabilities)	<p>To achieve this objective, we plan to:</p> <ul style="list-style-type: none"> <li>- Embed a culture of respect and belonging through consistent messaging, assemblies, staff training, and curriculum content that celebrates diversity across gender, race, religion, sexuality, disability, ethnicity and background.</li> <li>- Ensure all staff receive ongoing training on equality, diversity, unconscious bias, and inclusive practice to strengthen understanding and confidence in meeting the needs of all pupils and colleagues.</li> <li>- Strengthen early identification and support for pupils with additional needs by working closely with families, external agencies, and staff who know the pupils well.</li> <li>- Review policies and procedures annually to ensure they remain aligned with the Equality Act, best practice, and the evolving needs of the school community.</li> <li>- Promote inclusive recruitment and progression practices to ensure all staff have equitable access to opportunities and support.</li> <li>- Ensure the physical environment is accessible by regularly reviewing buildings, classrooms, and learning spaces for barriers to inclusion.</li> </ul>

		<ul style="list-style-type: none"> <li>- Provide safe spaces for dialogue and feedback, encouraging staff, pupils, and families to raise concerns or suggestions about inclusion without fear of judgement.</li> <li>- Celebrate diversity through the curriculum and enrichment activities, ensuring representation across learning materials, events, trips, and displays.</li> </ul>
		<p>Progress we are making towards this objective:</p> <ul style="list-style-type: none"> <li>- As a PFI school, the building is regularly checked for accessibility and inclusiveness through the H&amp;S committee</li> <li>- The curriculum includes representation from across all sectors</li> <li>- Trips are checked for inclusivity with staff working closely with parents to ensure activities are suitable or adapted as needed to each child's needs</li> </ul>
Objective 3	Continually consider how well the school ensures equality of opportunities for all its pupils	<p>To achieve this objective we plan to:</p> <ul style="list-style-type: none"> <li>- Regularly review achievement, progress, behaviour and attendance data for different pupil groups to identify and address any emerging gaps.</li> <li>- Ensure curriculum planning actively reflects diversity, promotes inclusion, and removes barriers for disadvantaged or underrepresented groups.</li> <li>- Monitor access to enrichment, trips, leadership roles and extracurricular activities to ensure fair participation from all pupil groups.</li> <li>- Provide ongoing staff training on inclusive practice, unconscious bias, SEND provision and culturally responsive teaching.</li> <li>- Review policies and practices (e.g., behaviour, uniform, admissions, assessment) to check they do not disproportionately disadvantage any pupils.</li> <li>- Celebrate diversity through assemblies, curriculum weeks, displays and activities that promote mutual respect, belonging and high expectations for all pupils.</li> </ul>
		<p>Progress we are making towards this objective:</p> <ul style="list-style-type: none"> <li>- Values assemblies held weekly and these include the areas mentioned above as well as British Values.</li> <li>- Termly Enrichment spreadsheet started to analyse the involvement of all groups in after school clubs</li> </ul>
Objective 4	Increase the representation of staff from black and	<p>To achieve this objective we plan to:</p> <ul style="list-style-type: none"> <li>- Build partnerships with universities, colleges, disability employment services, and community organisations</li> </ul>

	<p>minority ethnic communities as well as those with disabilities</p>	<p>that support ethnic minority groups and disabled candidates</p> <ul style="list-style-type: none"> <li>- Provide ongoing staff training on inclusion, cultural awareness, privilege, and disability confidence.</li> <li>- Encourage staff networks or ERGs (e.g., BAME networks, disability networks) and resource them properly.</li> <li>- Use fair, structured selection methods that ensures diverse interview panels; use standardised interview questions and scoring rubric; offer reasonable adjustments for candidates with disabilities</li> </ul> <p>Progress we are making towards this objective:</p> <ul style="list-style-type: none"> <li>- Staff training is completed through the use of the National College</li> <li>- All selection processes follow a scoring rubric for fairness</li> </ul>
<p>Objective 5</p>	<p>Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination</p>	<p>To achieve this objective, we plan to:</p> <ul style="list-style-type: none"> <li>- Schedule mandatory annual training sessions for all staff and volunteers involved in recruitment and selection.</li> <li>- Ensure new staff or volunteers complete the training before participating in any recruitment activities.</li> <li>- Maintain a central training log to track attendance and ensure compliance across all recruitment teams.</li> <li>- Review and update training materials at least annually to ensure they remain accurate and effective.</li> </ul> <p>Progress we are making towards this objective:</p> <ul style="list-style-type: none"> <li>- Staff are required to complete training via the National College which include equal opportunities and on-discrimination</li> </ul>
<p>Objective 6</p>	<p>Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information, to help address the under-representation of people with disabilities in the school workforce</p> <p>Offer priority interviews for</p>	<p>To achieve this objective we plan to:</p> <ul style="list-style-type: none"> <li>- Update all advertised vacancies and application forms to include the symbol</li> </ul> <p>Progress we are making towards this objective:</p> <ul style="list-style-type: none"> <li>- Advertised jobs have, as yet, not included the ticks but this will be amended going forward</li> <li>- Enquire with HR regarding changing the application forms</li> </ul>

	<p>candidates with disabilities who meet the selection criteria, and ask if they require any reasonable adjustments for the interview</p>	
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