Equality Objectives 2025-2027

Drawing from the Equality Act 2010, the objectives included below will eliminate discrimination, advance equality of opportunity, and foster good relations.

OBJECTIVE	WHAT WE WILL DO?	WHO IS RESPONSIBLE	CPD	IMPACT?
Achievement and Attainment Target vulnerable groups: Analyse pupil achievement data by race, gender, and disability to identify and address trends or patterns that require additional support. Specifically, aim to narrow the achievement gap for disadvantaged pupils, including those eligible for Pupil Premium, children with special educational needs and disabilities (SEND), and different ethnic groups.	-Analyse the data of specific data breaches (At three data drops per year) -Address emerging trends through training, intervention and support. -Use pupil progress to plan and review the progress of disadvantaged groups.	SLT / All staff	CPD for equalities and Protected characteristics.	
Curriculum and Teaching Challenge prejudice: Embed teaching within the curriculum and assemblies to reduce prejudice and increase pupils' understanding of equality and diversity.	-Deliver assemblies and lessons on protected characteristics. -Provide training on equalities and diversity.	SLT	CPD on equalities delivered through objective 4.	
Ethos and Well-being Develop emotional health: Implement practices and provisions to promote the emotional well-being and mental health of all members of the school community.	-Celebrate World and Children's Mental Health Day. -Promote good Mental Health through PSHE lessons. -Provide support for members of the community by accessing support of external agencies and signposting.	SLT		
Staff and professional Development Provide training: Train all staff and governors on equality, diversity, and non-discrimination to increase awareness and skills.	-Provide training on equalities and diversity.	SLT	CPD on equalities.	
Community Engagement Expand accessibility: Ensure all pupils have equal opportunities to access extra-curricular and extended school activities by addressing any potential barriers, such as considering timing or accessibility issues.	-Target pupils for access to extra-curricular event (sport/social etc.) -Support parents to ensure pupils are given opportunities (financial)	SLT		