

Equality Objectives

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

The Head Teacher 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 Advisory Board.

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 LAB.	Review and update the school's equality, anti-bullying and behaviour policies to ensure they are robust and effectively address discrimination Undertake a detailed analysis of pupil attainment and participation data, disaggregated by protected characteristics Monitor the impact of interventions and adjust as needed to ensure continued progress
		Policies all clearly state the school's commitment to equality. Behaviour and anti-bullying policies identify the fact that adaptations can be made to meet individual needs. Enrichment spreadsheets maintained by all staff enable analysis of engagement with additional activities. Data shows that vulnerable groups and minority ethnic groups perform well academically.
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)	Organise regular whole-school events and activities that celebrate diversity and bring the community together Establish a Pupil Equality and Diversity Council to give pupils a voice and involve them in promoting inclusion Ensure that child friendly objectives are clear for all pupils and are shared regularly.
		The school equality and diversity council meet termly. Each term, the whole school celebrates one of the continents represented by our school community through dress up days, song, cross cultural learning. We would like to engage more parents in this celebration.
Objective 3	Continually consider how well the school ensures equality of opportunities to all pupils	Undertake a detailed analysis of pupil attainment and participation data, disaggregated by protected characteristics Establish a Pupil Equality and Diversity Council to give pupils a voice and involve them in promoting inclusion Groups who are selected for school representation in academic or sporting activities will be analysed to ensure that the selected pupils are representative of our school community.
		Enrichment spreadsheets maintained by all staff enable analysis of engagement with additional activities. Data shows that vulnerable groups and minority ethnic groups perform well academically.
Objective 4	Increase the representation of staff from black and minority ethnic communities as well as those with disabilities.	Ensure that all communication articulates the school's inclusive nature and its intolerance of discriminatory behaviour from all stake holders.
		This remains a challenge as we have not had applications of a high enough quality.
Objective 5	Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination.	Provide training for all staff on the Equality Act 2010 and their responsibilities Challenge any aspects of discriminatory behaviour and ensure that all policies clearly state the school's determination to eradicate discriminatory language and behaviour.
		All staff complete annual equalities and diversity training through the National College. One of our members of staff has signed up for a more in-depth course through Flourish Learning.

Objective 6	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. Offer priority interviews for candidates with disabilities who meet the selection criteria, and ask if they need any reasonable adjustments for the interview.	All paperwork sent out through HR will contain the 'Two ticks' logo to demonstrate the schools' commitment to enabling all applicants to access opportunities available through the school. Candidates will be given clear opportunities to ask for any access arrangements that they might need for interview or to enable them to carry out the role to which they are appointed. This is in place,
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