



Equality Objectives Policy

Approved by Board of Trustees	Date: September 2025
Next review date September 2026	

Equality Objectives

1. Monitoring Achievement by Race, Gender, and Disability

Objective: Analyse achievement data by race, gender, and disability to identify trends and provide additional support.

Target Groups: EAL pupils, girls, boys, pupils with SEND, and those eligible for FSM.

Actions: - Strengthen data collection and monitoring systems.

- SENCO to identify strategies and liaise with external agencies.

Responsible: Senior Leadership Team, SENCO, Board of Trustees.

Success Indicator: Narrowing achievement gaps for equality groups.

2. Improving Understanding of Diversity Objective:

Enhance awareness of diversity within school and the wider community.

Target Group: Whole school. Actions:

- Deliver a robust RE syllabus focused on Christian faith and comparative religion.

- Use trips, visitors, and ICT to enrich RE teaching.

- Celebrate festivals from various faiths.

Success Indicator: Increased awareness evidenced through planning annotations, pupil feedback, and questionnaires.

3. Promoting Understanding of Differences and Similarities

Objective: Foster appreciation of diversity in race, disability, and sexual orientation.

Target Group: Whole school.

Actions: - Ensure displays and curriculum reflect diverse role models.

- Expand book collections to include varied family structures.

- Promote the theme "We are all different, be proud of who you are and respect others for who they are"

- Implement the 'Jigsaw' scheme for Relationships Education.

Responsible: Headteacher, teaching staff, TAs. Success Indicator:

Greater diversity in displays and resources; positive feedback from learning walks, audits, and pupil interviews