Equality Objectives – 2026 review

Objective 1

Have in place a reasonable adjustment assessment for all staff with disabilities, to meet their needs and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective:

- To ensure are making the reasonable adjustments necessary
- To remain a workplace focused on getting the best from our employees

To achieve this objective we plan to:

- Review individual assessments alongside appraisals (or more frequently as required) to ensure that we are meeting the individuals needs where reasonable practicable.
- Create an open door policy, where staff feel able to share their needs through annual training

Progress we are making towards this objective:

- We will continue to buy Occupational Health package from our HR provider to refer individuals as new diagnosis arise. This will help to steer us on reasonable adjustments that could be made
- Use the information provided from Occupational Health to create our assessments that can be reviewed annually (or sooner).

Objective 2

Train all members of staff and governors on equal opportunities and non-discrimination on an annual basis. Training evaluation will show that those attending have a good understanding of the legal requirements.

Why we have chosen this objective:

- To ensure that our staff team is fully aware and supportive of equality and diversity
- To keep our diverse staff team's understanding current and relevant

To achieve this objective we plan to:

- We will buy an online training package that will be completed annually. The training will include a quiz to ensure the key points are understood.

Progress we are making towards this objective:

- We will keep an annual register of training and give updates/reminders at staff and governing board meetings

Objective 3

To ensure enrichment and out of school activities are made accessible to all pupils, including those with disabilities and special educational needs, to eliminate discrimination and ensure the best possible educational outcomes

Why have we chosen this objective?

- The school has an increasing number of pupils with Special Educational Needs and Disabilities.

To achieve this objective we plan to?

- Ensuring consideration is given to equality when arranging school visits and school-based activities;
- Addressing any barriers to pupils' engagement in school visits and school-based activities through the planning and risk assessment processes.

Progress we are making towards the objective?

- Registers for visits and school events show that pupils with disabilities, and special educational needs are fully involved in the wide range of activities the school offers. This is supported by extra staff appointed.

Objective 4

To improve knowledge, understanding and attitudes to enable pupils to appreciate and value difference and diversity

Why we have chosen this objective:

- Currently, there is a mix of ethnic groups within the schools, there is also a representation of pupils from different groups including both genders, pupils with a disability and pupils from different faiths.

To achieve this objective we plan to:

- Promoting equality with regard to race, gender, disability, religion and ethnicity in our school curriculum and values.
- Monitoring and evaluating pupils' attitudes and knowledge around diversity and equality.

Progress we are making towards this objective:

- Leaders will monitor coverage of equalities through curriculum monitoring and assembly monitoring. Behaviour records are monitored and reported to the governing board where there are concerns, these are addressed with follow-up support to individual pupils.

Reviewed Equality Objectives – 2020-24

Objective 1: To ensure enrichment and out of school activities are made accessible to all pupils, including those with disabilities and special educational needs, to eliminate discrimination and ensure the best possible educational outcomes, by:

- Ensuring consideration is given to equality when arranging school visits and school-based activities;
- Addressing any barriers to pupils' engagement in school visits and school-based activities through the planning and risk assessment processes.

Why have we chosen this objective?

The school has an increasing number of pupils with Special Educational Needs and Disabilities.

How will this be measured and evaluated?

Registers for visits and school events show that pupils with disabilities, and special educational needs are fully involved in the wide range of activities the school offers. Senior Leaders will monitor relevant paper work to ensure that equality considerations are made on all risk assessments for school visits and school-based activities.

Review 2024:

- SEND - 84% attended extra-curricular clubs in the last year, but all have been invited and extra staff employed to support.
- Residentials - 20% of our SEND pupils attended, all children were invited to attend with provision and risk assessments put in place with families to support them attending.
- Day trips and visits – all children were invited to attend all day trips and visits with provision and risk assessments put in place to support them attending.
- We will continue this objective in our new set.

Objective 2: To improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity, by:

- Promoting equality with regard to race, gender, disability, religion and ethnicity in our school curriculum.
- Promoting equality with regard to race, gender, disability, religion and ethnicity in our assemblies, making links to our school rings.
- Monitoring and evaluating pupils' attitudes and knowledge around diversity and equality.

Why have we chosen this objective?

Currently, there is a mix of ethnic groups within the schools, there is also a representation of pupils from different groups including both genders, pupils with a disability and pupils from different faiths.

How will this be measured and evaluated?

Leaders will monitor coverage of equalities through curriculum monitoring and assembly monitoring. Pupil voice and book monitoring will be used to evaluate pupils' knowledge, skills and attitudes to diversity issues. Reporting on equalities information through reports to full governing bodies and teaching and learning curriculum. Behaviour records will be monitored and where there are concerns, these will be addressed with follow up support to individual pupils.

Review 2024:

- Include data from heads reports
    - 10 Incidents logged in 2020-21 (Covid closure)
    - 15 Incidents logged in 2021-22 (Covid closure)
    - 14 Incidents logged in 2022-23
    - 3 Incident logged in 2023-24 (only two terms)
- Pupil voice feedback – we held a pupil voice meeting with Ms Ball (Governor) and asked the children about their knowledge and attitudes towards EDI. The children spoke positively, with examples of adjustments and inclusion for all
- We will continue this objective in our new set as the numbers are staying stable.