



Equality Objectives



2025-2029

Our equality objectives are on a 4 year cycle and are reviewed annually.

1.

To promote spiritual, moral, social and cultural development through all appropriate curricular and extracurricular opportunities. To promote cultural development and understanding through a rich range of experience, both in and beyond the school.

2.

To ensure pupils and staff understand the different types of bullying and why it is wrong. To appropriately sanction if they are perpetrators; and are supported if they are victims. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum – see planning cycle.

3.

To adopt methods that move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.

4.

To narrow the gap in attainment in all subjects between different groups (boys and girls, pupil premium and non pupil premium).

5.

To ensure the school's Local Academy Council and Trust board are representative of the school's local communities.

6.

To sustain or reduce the number of reported racist incidents and eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.

7.

To decrease prejudice and promote understanding in relation to people with disabilities.

8.

To improve the understanding of the Public Sector Equality Duty to support better policy development, decision making, to ensure HR procedures do not inadvertently discriminate against staff who have a protected characteristic and to improve the lived experience of our staff and pupils.