



EQUALITY OBJECTIVES ACTION PLAN 2025-2029

An equality action plan is a strategic document that outlines how a school will promote equality, diversity, and inclusion (EDI) for pupils, staff, and the wider community and is designed to meet the requirements of the Equality Act 2010 and the Public Sector Equality Duty. The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Objective	Actions	Person/persons responsible	Timing	Impact (when reviewed)
<p><u>Leadership and Governance</u></p> <p>Embed EDI into strategic leadership and governance.</p>	<ol style="list-style-type: none"> 1. Publish and review equality objectives annually 2. Provide EDI update training for Trustees. 3. Ensure EDI is embedded in strategic planning a decision making 	<p>Governance Professional/Trustees</p> <p>Governance Professional</p> <p>CEO/Trustees</p>	<p>July 2026</p> <p>Spring 2026</p> <p>Ongoing</p>	

<p><u>Engagement and Communication</u></p> <p>Raise awareness of equality and diversity through a culture of respect, inclusion and fairness</p>	<ol style="list-style-type: none"> 1. Reminder of aims and objectives of policy by re-sharing with staff and the wider community 2. Provide further staff training in all aspects of equality & diversity to support staff understanding and awareness 	<p>CEO/Headteacher</p> <p>CEO/Headteacher</p>	<p>Spring 2026</p> <p>Spring 2026</p>	
<p><u>Curriculum and Teaching</u></p> <p>Meet statutory demands of the curriculum and embed equality and diversity</p> <p>Monitor pupil attainment and progress by protected characteristics</p>	<ol style="list-style-type: none"> 1. Update PSHE/RHE curriculum in line with July 2025 DfE statutory updates 2. Analyse pupil outcomes by protected characteristic group 3. Updates to KS2 careers education to further minimise gender stereotyping 	<p>Headteacher/ PSHE leads</p> <p>Class teachers/Inclusion Leads/SSL/HT</p> <p>HoCS/Headteacher/Class teachers</p>	<p>Autumn 2025</p> <p>Twice a year assessment points. Monitoring schedule</p> <p>Ongoing</p>	



<p><u>Staff Recruitment and Development</u></p> <p>Promote inclusive recruitment and career progression.</p> <p>Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the staffing Trustees of the Trust Board.</p>	<ol style="list-style-type: none"> 1. Monitor recruitment data for diversity. 2. Ensure inclusive language and accessibility in job adverts. 3. HR manager to maintain a record of recruitment data in relation to protected characteristics. 4. HR manager to analyse data for Trustees. 	<p>HR manager/HR team</p> <p>HR manager/HR team</p> <p>HR manager</p> <p>HR manager</p>	<p>Annually</p> <p>Recruitment cycle</p> <p>Ongoing</p> <p>Annually</p>	
<p><u>Policies and Procedures</u></p> <p>Ensure all policies reflect equality principles</p>	<ol style="list-style-type: none"> 1. Conduct equality impact assessments on all policies. 2. Review complaints procedures for accessibility and fairness. 	<p>All school staff – to be monitored by CEO/HT</p> <p>CEO/EA/HTs</p>	<p>Policy review cycle</p> <p>Ongoing</p>	