

### Section 3

#### EQUALITY OBJECTIVES: 2025 - 2029

These objectives support our Federation Improvement Plan

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal duties around equality and what this looks like within the work context.	For all stakeholders to understand what is meant by a protected characteristic	All pupils, governors and staff	Staff awareness of protected characteristics and the law Equality act to be taught as part of PSHE /Life skills through rights and responsibilities of a child. Assemblies/ worship to make explicit the equalities act when discussing diversity Staff INSET on diversity to discuss the legal framework	Whole staff , SLT	May 2025- May 2027 building culture within school	All staff will be able to confidently name the 10 protected characteristics within the Equality Act 2010 and staff and children be able to share how the school builds a protective community through it's curriculum
All aims of duty	All protected characteristics	To diversify the curriculum in all areas to ensure the positive	Students have a clear understanding of equality through their learning	Whole school	To review and update existing policies.	SLT Subject leads	May 2025- May 2027 ongoing	Curriculum progression document sclearly

		representation of all protected characteristics across so that our students see and can be seen	Class environments evidence equality, diversity and inclusion  Increased staff confidence in the teaching and learning of the protected characteristics		Ensure all stakeholders are aware of the equality and diversity policy in what the schools do to protect protected characteristics. Subject leaders to identify opportunities to embed understanding of protected characteristics through their subject and use of role models  Ensure continuing professional development for staff to develop skills in teaching about protected characteristics  Promotion and celebration of equality , inclusion and diversity in school			evidence teaching of protected characteristics. Staff confident in teaching and discussing protected characteristics with all stakeholder. The school environment promotes and celebrates equality, inclusion and diversity
All aims of duty	Disability SEND, girls and boys	To improve attendance and persistent absence rates for all significant groups of students identified as having significant	To improve attendance data for targeted pupil groups by identifying barriers regarding school attendance Monitor data	SEND, PP, boys and girls	Staff monitoring daily which children are absent and reasons for this. Comparing attainment with absence. Teachers talk to parents about how to support at home and impact of learning missed. Belonging policy in place and shared through worship/ assemblies to support	Class teachers and SLT	June 2025 and ongoing	Identified children tracked in attendance. Percentages showing an increase in attendance over time. Pupil voice identifies any

		barriers to learning including, SEND, PP, CIC and EAL and as a result, any gap is in line with the national average.			children with attending school. Data analysed termly and monitored to see if external support needed			barriers to attendance and impact of measures put in place
--	--	--	--	--	---	--	--	--