**Section 3**

**EQUALITY OBJECTIVES: 2025 - 2029**

**These objectives support our Federation Improvement Plan**

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| **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 lawEquality 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 representation of all protected characteristics across so that our students see and can be seen | Students have a clear understanding of equality through their learningClass environments evidence equality, diversity and inclusionIncreased staff confidence in the teaching and learning of the protected characteristics | Whole school  | To review and update existing policies.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 through their subject and use of role modelsEnsure continuing professional development for staff to develop skills in teaching about protected characteristicsPromotion and celebration of equality , inclusion and diversity in school | SLTSubject leads | May 2025- May 2027 ongoing | Curriculum progression document sclearly evidence teaching of protected characteristic.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 | DisabilitySEND, girls and boys | To improve attendance and persistent absence rates for all significant groups of students identified as having significant barriers to learning including, SEND, PP, CIC and EAL and as a result, any gap is in line with the national average. | To improve attendance data for targeted pupil groups by identifying barriers regarding school attendanceMonitor 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 children with attending school.Data analysed termly and monitored to see if external support needed | 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 attendance and impact of measures put in place |