

Annex C: Equality Objectives and Action Plan

Objectives	<i>A Why have we chosen this objective?</i> <i>B How will we achieve it?</i>	Staff member	Date	Success criteria
To train all members of staff and directors involved in recruitment and selection on equal opportunities and non-discrimination by January 2025	<p>A To build on our current processes and procedures to ensure that all staff involved in the recruitment process have received the most up-to-date training available to raise awareness of the principles of the Equalities Act.</p> <p>B Equality and Diversity Awareness Training undertaken</p> <ul style="list-style-type: none"> • Overview of the Equality Act 2010 • Main obligations on employers – from recruitment through to dismissal and beyond • Overview of EPM third party documentation with direction to the main documents to consider • Internal Employment policies / procedures and the importance of training • Common issues in relation to employment • Compensation regime in the Employment Tribunal for discrimination claims 	Senior leaders and governors	January 2025	Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.
To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics: <ul style="list-style-type: none"> • age • gender reassignment • being married or in a civil partnership • being pregnant or on maternity leave • disability • race including colour, nationality, ethnic or national origin • religion or belief • sex • sexual orientation 	<p>A To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding.</p> <p>B To ensure the continued promotion of our Equality Values, the assembly themes and PSHCE lessons will focus on a range of topics throughout the year for all of our learners:</p> <ul style="list-style-type: none"> • Black History Month – Celebrating the history of the black community and recognising their contribution to society • Dyslexia Awareness • Remembrance Day • Anti-Bullying – Combating all forms bullying and encouraging respect for all • Lesbian Gay Bisexual Transgender (LGBT) Awareness • Excellent Care- International Day of Persons with Disabilities • Human Rights Day – Raising Awareness that every human is valuable. 	EG / EW and form tutors	Ongoing throughout the academic year	<p>Students demonstrate an understanding of equality through PSHCE feedback forms.</p> <p>A 10% reduction in sanctions related to intolerance towards students with protected characteristics.</p> <p>Increased engagement with social media posts promoting assembly themes and events</p>

	<ul style="list-style-type: none"> • Holocaust Memorial Day • LGBT History – Celebrating the LGBT community the contribution of members of the LGBT community to society • Mental Health Support Easter (Christian holiday) – Celebrating the Christian faith • World Autism Day – Raising Awareness of Autism • Ramadan (Muslim fasting) and Eid – Celebrating the Muslim faith • Pride Week – Celebrating the Lesbian, Gay, Bisexual and Transgender Community 			
To ensure that the schools promote role models and heroes that young people positively identify with, who reflect and broaden the school’s diversity in terms of race, gender and disability and other protected characteristics	A To ensure that students have examples of people from diverse backgrounds and abilities to inspire, motivate and help shape their character and personality as they grow. To help pupils to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.		Ongoing throughout the academic year	Lesson observations, learning walks, subject reviews and other monitoring opportunities indicate that teachers and ATs are regularly including examples of people from a wide variety of different starting points in life, including explicitly people with protected characteristics.
	B Display examples of successful people prominently on notice boards throughout the School. Ensure that teachers are using a wide variety of examples of role models in their lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability. Assemblies promoting the rights respecting values and equal opportunities ethos of the school and displaying examples of these as constant reminders throughout the School.	AG, EG, all staff		

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By: Louise Baldwin, Head of School