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**Equality Information and Objectives**

This is a Trust Statement - information and objectives specific to individual academies and their procedures are added by the academy in *Appendix 2 and Appendix 3.* (*For a copy of the academy specific information and objectives – see the individual academy website).*

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| **Date** | **Revision &**  **Amendment Details** | **By Whom** |
| September 2019 | Approved | Executive |
| September 2023 | Review and updated | Executive |

**Review / Updates**

**Education Committee**

* Update equality information (described in sections 4 – 7) annually
* Review the whole document every four years

**Academies**

* Update academy specific equality information (described in Appendix 2) annually
* Review and update objectives every four years

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Appendix 3

**St Mary’s CE Primary Academy Equality Objectives**

**Objective 1:** *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

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| **Why have we chosen this objective:** |
| To ensure all staff and governors involved in recruitment and selection are trained in equal opportunities and non-discrimination to ensure that the interview process is fair, transparent and equal for all applicants. |

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| **To achieve this we plan to:** |
| * To follow PDETs Trusts policy for Equality and guidance on recruitment are wholly engaged throughout the recruitment process. * To ensure Staff and Governors involved with recruitment are provided with training on equal opportunities and non-discrimination. * To ensure all interviews have at least one member of the interview panel who has undergone recruitment training. |

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| **Progress we are making towards achieving this objective:** |
| Short listing is completed by at least 2 people and anonymised at the time of short listing.  Two people in school are safer recruitment trained (April 2024) and at least 1 person trained is on the interview panel.  Trust guidance is followed throughout recruitment and checked by HR.  2 members of staff have completed Equality and Diversity awareness training and governors have all had the opportunity to complete this also (2 haven’t but are leaving – 2 new ones will be given this after induction).  Safeguarding training has been delivered on the protected characteristics to all staff. |

**Objective 2:** *To provide increased opportunities to reflect the religious and cultural background of our Modern Britain.*

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| **Why have we chosen this objective:** |
| To broaden our pupils understanding of the multicultural society they live in as our Academy community come from a predominantly white British background. |

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| **To achieve this we plan to:** |
| * Audit current curriculum plans by July 2025. * Ensure new curriculum plans include opportunities for pupils to broaden understanding of modern Britain. * Audit current text and resources by July 2025. * Purchase additional books and resources as needed by July 2025 * Audit current visitor/ trip opportunities by July 2025. * Identify calendar of events throughout the year by September 2024/ 2025. * Seek views from the school community as to how this can be strengthened further. * Build links with a range of visitors or places to visit to provide opportunities to enable pupils to broaden their understanding of the multicultural society within which they live. |

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| **Progress we are making towards achieving this objective:** |
| 1/2 termly review of the curriculum will ensure that auditing takes place, changing plans where necessary to ensure a brad understanding of modern Britain and evaluating the range of visitor and trip opportunities.  School calendar is utilised to ensure school are celebrating the multicultural society we live in. Wednesday Collective Worships have changed to look at the wider world and its cultures as well as protected characteristics.  RE curriculum explores a range of religions.  PSHE curriculum promotes equal opportunities with age-appropriate knowledge.  European Languages Day ensured that children had the opportunity to share their own languages and cultures. Other children were therefore able to learn and be immersed in this. Parents with different nationalities were welcomed into school to share stories. |

**Objective 3:** *To actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.*

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| **Why have we chosen this objective:** |
| To ensure all pupils regardless of pupil characteristics can achieve their full potential and make good progress from their differing starting points while attending St Mary’s CE Primary Academy. |

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| **To achieve this we plan to:** |
| * Ensure there is a robust tracking system to monitor pupil progress of all pupil groups. * Regularly review and evaluate pupil progress of all pupil groups. * Address underachievement of specific pupil groups through developing quality first teach. * Implement interventions to address specific gaps in learning. * Implement a robust plan, do, assess and review cycle. * Commission appropriate professionals to support the Academy in the identification of need and provision for individual pupils. |

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| **Progress we are making towards achieving this objective:** |
| Half termly pupil progress meetings track the progress of all pupil groups.  QFT happens fortnightly as well as attending CPD opportunities provided by the trust.  Evaluation of interventions every half term and identification of pupil groups still needing support.  Training on plan, do assess and review cycle for all staff and SEND co supports the creation of ISP and monitoring of pupil groups. |

**Reviewed by the Headteacher / Head of School: November 2024**