

Equality Objectives 2025 – 2028

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

Objective 1 – To strengthen inclusive curriculum representation across all subjects

Why we have chosen this objective:

- To ensure that all pupils see themselves reflected in the curriculum and feel valued
- To promote understanding and respect for diverse cultures, backgrounds, and experiences

To achieve this objective, we plan to:

- Audit curriculum content across subjects to identify gaps in representation
- Embed diverse role models, authors, historical figures, and cultural perspectives into teaching materials
- Provide staff training on inclusive curriculum planning and delivery

Progress we are making towards this objective:

- Subject leaders have begun reviewing curriculum maps for representation
- Staff have accessed initial training on inclusive teaching practices
- Pupils have engaged with texts and resources that reflect a wider range of backgrounds

Objective 2 – To enhance pupil voice and leadership opportunities for underrepresented groups

Why we have chosen this objective:

- To ensure all pupils feel heard and empowered to contribute to school life
- To promote equity in leadership roles and decision-making processes

To achieve this objective, we plan to:

- Monitor representation within pupil leadership groups such as the Junior Leadership Team and Eco-Council
- Create targeted opportunities for pupils from underrepresented groups to take on leadership roles

- Use pupil surveys and feedback to inform school improvement and inclusion strategies

Progress we are making towards this objective:

- Junior Leadership Team actively gathers pupil views and represents diverse voices
- Leadership roles are being reviewed to ensure equitable access
- Pupil feedback is being used to shape enrichment and curriculum planning

Objective 3 – To deepen community engagement and celebrate cultural diversity within the school

Why we have chosen this objective:

- To foster stronger relationships between school and families from all backgrounds
- To celebrate the rich cultural heritage of the school community

To achieve this objective, we plan to:

- Host regular cultural celebration events involving pupils, families, and the wider community
- Strengthen partnerships with local organisations and cultural groups
- Use newsletters and assemblies to highlight and celebrate diversity

Progress we are making towards this objective:

- Initial planning for a multicultural celebration is underway
- Engagement with local higher education and community organisations has begun
- Assemblies and displays increasingly reflect the diversity of the school community