

## Annual Equality Objectives Action Plan 2024 – 2025

Ref	Objective	Measured by	Activity	Lead	Progress Milestones
1	PROMOTING EQUALITY – ETHOS AND CULTURE Provide training opportunities for all staff to explore diversity and how we support and encourage this within our organisation.	Training records completed. Pupil and staff survey results.	CPD for all staff on cultural diversity and how to promote and celebrate it, allowing us to retain our identities and beliefs yet work together in one community.	Headteacher	Training completed. Positive monitoring.
2	PROMOTING EQUALITY – ETHOS AND CULTURE Foster good relationships between all members of the Trust community encouraging openness and tolerance by respecting each other's beliefs.	Continued reduction in the number of racist/bullying issues recorded at each academy. Logging of racist/discriminatory incidents on Arbor. Pupil Interviews. Annual parental survey in 2024-25 shows improved perception and satisfaction of Trust's tolerant approach.	Encourage all members of the school community to talk openly together. PHSE activities to promote positive behaviours for learning. STIP, LSPA or NASEN to support vulnerable groups CPD for staff on expectations.	Headteacher	Termly review of racist/bullying issues. Feedback questionnaires positive. Regular SIAMS feedback.
3	3 PROMOTING EQUALITY – PARTNERSHIPS WITH PARENTS Continue to ensure that	Parent drop ins meetings developed during 2024-25.	CPD for staff on cultural diversity. Ensure that on joining	EYFS Leader Headteacher	Review opportunities Regularly and on an ongoing basis.

	<p>parents/carers of all new children are made to feel welcome. Continue to ensure that parental voice is heard and acted upon.</p>	<p>Parental feedback on transition for new entrants. Annual parental survey – July 2025 and annually thereafter.</p>	<p>the school, parents are informed of communication methods and whether the school needs to make any adjustments to support them or their children. Home School Link Worker to support new entrants if relevant.</p>		<p>Review take-up of Parent events. Review Home school link worker impact e.g. case Studies.</p>
4	<p><b>PROMOTING EQUALITY – ACHIEVEMENT</b> Continue to ensure that all children achieve the best possible outcomes and that the gap between those children who are disadvantaged or vulnerable continues to close.</p>	<p>Pupil achievement and progress is in line with age expectations for the majority of pupils. Pupils are secure in their breadth and depth of knowledge, understanding and skills. Pupils are able to progress to the next stage of their learning.</p>	<p>Review of curriculum progress throughout the year for disadvantaged pupils, SEND and those with disabilities matches or is improving towards that of other pupils with the same starting points.</p>	<p>Pastoral and Well Being Leader</p>	<p>Ongoing monitoring of multi-vulnerable children monitoring. Work focus to ensure progress and achievement, including those more able children and those in between and low level monitored regularly by SLT and LC through planning and work scrutiny. Monitored through lesson observation and other triangulating evidence.</p>