

Single Equalities Objectives Action Plan

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 2023-2024 shows improved perception and satisfaction of school's tolerant approach.	Encourage all members of the school community to talk openly together via circle time/PHSE activities to promote positive behaviours for learning. Family Support Worker to support vulnerable groups CPD for staff on expectations.	Headteacher	Termly review of racist/bullying issues Feedback questionnaires positive.
3	PROMOTING EQUALITY – PARTNERSHIPS WITH PARENTS Continue to ensure that parents/carers of all new children are made to feel welcome. Continue to ensure that parental voice is heard and acted upon.	Parental feedback on transition for new entrants. Annual parental survey	CPD for staff on cultural diversity. Ensure that on joining the school, parents are informed of communication methods and whether the school needs to make any adjustments to support them or their children. Family Support Worker to support new entrants if relevant.	EYFS Leader Headteacher	Review opportunities regularly and on an ongoing basis. Review take-up of parent events Review Family Support Worker impact e.g. case studies

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4	<p>PROMOTING EQUALITY – ACHIEVEMENT</p> <p>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>Specific monitoring for disadvantaged pupils, SEND, pupils with a disability to ensure progress is above average across nearly all subject areas</p>	<p>Inclusion 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</p> <p>Monitored regularly by SLT</p> <p>Monitored by SLT and LC through planning and work scrutiny.</p> <p>Monitored through lesson observation and other triangulating evidence.</p>