



## Equalities Objectives Update May 2024

### Objective 1

Undertake an analysis of admissions and in year pupil leavers data and trends with regard to race, gender and disability by July, and report on this to the finance committee of the governing board.

Why we have chosen this objective: To assess diversity, equality, migration trends across the pupil populations.

To achieve this objective we plan to: Compile current profile and profile of recent admissions- Completed 2023

Create admissions marketing strategy – Completed 2023

Review curriculum as required – Completed 2023

Progress we are making towards this objective: Data has been compiled and reviewed.

Marketing strategy has supported admissions. Class text, library books have been purchased.

### Objective 2

To embed equalities and diversity training appropriate to roles across staff and governing board.

Why we have chosen this objective: To promote knowledge and understanding of the equality objectives among staff and pupils

To achieve this objective we plan to: Source robust training and implement into year 2022-23 training schedules, review further training , review pupil curriculum as required

Progress we are making towards this objective: reviewed texts and curriculum, training completed.

Data has been compiled and reviewed.

Staff completed diversity training through National College Training Platform Training on new policy in Autumn 2022. New staff completed training in 2023/2024

### Objective 3

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the finance committee of the governing board.

Why we have chosen this objective: To assess diversity, equality and representation across the school staff and governing board.

To achieve this objective we plan to: Compile current profile and profile of recent recruitments  
Create recruitment and retention strategy

Progress we are making towards this objective:

Data has been compiled and reviewed.

Any actions: re run data to compare next year

#### **Objective 4**

Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: To support staff as needed

To achieve this objective we plan to: Complete a staff health and disabilities survey to capture any previously undisclosed disabilities

Progress we are making towards this objective: Staff refreshment facilities at ground floor level are available and an accessible toilet is available at ground floor level.

Use of Occupational Health support to provide guidance when meeting needs and planning adjustments Staff survey circulated 2023- 0 responses. 2024 -0 responses

#### **Objective 5**

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.

Why we have chosen this objective: To ensure staff have knowledge and enhance processes

To achieve this objective we plan to: Ensure those with safer recruitment training also have diversity training.

Progress we are making towards this objective: Diversity training through National College – completed 2023

#### **Objective 6**

Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by January of next year, to help address the under-representation of people with disabilities in the school workforce.

Why we have chosen this objective: To achieve this objective we plan to: Ensure met standards

Progress we are making towards this objective: above actions

In progress, not completed to date.