



Equalities Objectives Update – September 2026

Objective 1

Objective:

Undertake an analysis of admissions and in-year pupil leavers data and trends with regard to race, gender and report on this to the Finance Committee of the Governing Board.

Why we chose this objective:

To assess diversity, equality and migration trends across the pupil population.

Review September 2026:

Admissions and in-year pupil leaver data have been compiled and analysed. An updated report on trends relating to gender and disability will be presented to the Finance Committee on 25 September 2026. Curriculum resources and texts continue to be reviewed to promote diversity, representation and inclusion across the school.

Status: Ongoing

Objective 2

Objective:

To embed equalities, inclusion and diversity training appropriate to roles across staff and the Governing Board.

Why we chose this objective:

To promote knowledge and understanding of the equality objectives among staff and the Governing Board

Review September 2026:

Equality, diversity and inclusion training continues to be embedded across the school through the National College platform. New staff to complete training as part of induction arrangements.

Status: Achieved and Maintained. Objective to be maintained.

Objective 3

Objective:

Undertake an analysis of recruitment data and trends with regard to race, gender, age, and disability by July, and report to the Finance Committee of the Governing Board.

Why we chose this objective:

To assess diversity, equality and representation across the school workforce and Governing Board.

Review September 2026:

Workforce profile and recruitment monitoring data have been compiled and reviewed. An updated workforce profile, including analysis relating to race, gender, disability and age will be presented to the Finance Committee on 25 September 2026. Recruitment practices continue to be reviewed to ensure equality of opportunity and fair access to employment.

Status: Ongoing and to be maintained

Objective 4

Objective:

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

Why we chose this objective:

To support staff as needed and ensure appropriate adjustments are available.

Review September 2026:

Accessible facilities remain available, including ground floor refreshment facilities and an accessible toilet. Occupational Health support is available where required to inform workplace adjustments. Information regarding reasonable adjustments has been shared with staff and applicants. No significant reasonable adjustments have been required in relation to recent recruitment activity or feedback.

Status: Ongoing and Monitored. Objective to be maintained.

Objective 5

Objective:

Train all members of staff and governors involved in recruitment and selection on equal opportunities, diversity, unconscious bias, and non-discrimination.

Why we chose this objective:

To ensure staff and the Board members involved in recruitment have the necessary knowledge and understanding to support fair and lawful recruitment processes.

Review September 2026:

Equal opportunities and diversity training for staff and governors involved in recruitment and

selection is up to date. Recruitment panel members have completed the required training and recruitment processes continue to reflect equality and non-discrimination requirements.

Status: Achieved. Objective to be maintained.

Objective 6

Objective:

Include the 'Positive About Disabled People' / Disability Confident symbol on all job adverts, application forms and recruitment information.

Why we chose this objective:

To encourage applications from disabled candidates and promote an inclusive workforce.

Review September 2026:

This objective remains outstanding. Recruitment documentation and advertising materials require further review to ensure the Disability Confident commitment is consistently reflected across all recruitment materials.

Status: Outstanding- to be completed by July 2027

Objective 7

Objective:

Building a clear understanding of legal duties, protected characteristics and practical inclusion strategies among staff and the Governing Board

Why we chose this objective:

To ensure "due regard" to equality considerations in the school's day-to-day operations, as set out in the Public Sector Equality Duty under the Equality Act 2010, including eliminating discrimination, advancing equal opportunities, and fostering good relationships between different groups.

Review: In 2027

Status: to be completed by July 2027