



## Equality Objectives 2025 – 2029

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 increase participation of pupils who are vulnerable or have protected characteristics in extracurricular clubs and activities, ensuring equality of access and reducing barriers that may impact attainment across the school.

- **Why we have chosen this objective:**  
We want every pupil to have the opportunity to engage in extracurricular activities that interest them, regardless of background or ability. Selection should never be based on attainment, and inclusion is key to promoting confidence and wellbeing.
- **To achieve this objective, we plan to:**  
Use sports premium funding to widen access to sporting opportunities for all pupils, conduct an audit of interests for pupils who are vulnerable or have protected characteristics, and systematically track participation in all wider opportunities offered by the school to ensure representation and engagement.

### Objective 2

To strengthen pupil voice and expand leadership opportunities for underrepresented groups, ensuring equity and inclusion in decision-making across the school.

- **Why we have chosen this objective:**  
We want all pupils to feel valued, heard, and empowered to contribute meaningfully to school life. Promoting diversity in leadership roles helps build confidence, representation, and fairness in decision-making processes.
- **To achieve this objective, we plan to:**  
Regularly monitor representation within pupil leadership groups such as the Junior Leadership Team and Eco-Council, and create targeted initiatives to encourage pupils from

underrepresented groups to take on leadership roles. This will include tailored support, mentoring, and awareness campaigns to ensure equal access and participation.

### **Objective 3**

To enhance cultural awareness and inclusive relations by July 2028 through the delivery of at least four cultural and diversity events annually (e.g., Diwali, Black History Month, LGBTQ+ awareness), aiming for 80% pupil participation and positive feedback indicating improved understanding and relationships across the school community.

- **Why we have chosen this objective:** We are committed to fostering an inclusive environment where every pupil feels seen, respected, and valued. Celebrating diverse cultures and identities helps build empathy, challenge stereotypes, and strengthen relationships within our school and wider community.
- **To achieve this objective, we plan to:** Integrate cultural themes into assemblies and the curriculum, actively collect and respond to pupil and parent feedback, and share outcomes with the Trust while celebrating successes to promote visibility and impact.

