



# Equality Objectives and Review

December 2024

## Equality Objectives taken from Equality Policy December 2024

To improve the participation and engagement of different groups of parents and communities

---

To improve the knowledge, skills and attitudes to enable students to appreciate and value difference and diversity, e.g. increasing understanding between pupils from different faith communities

---

To improve the attendance of pupils from various groups particularly pupil premium students

---

To increase the participation of protected characteristic groups in school activities

---

To provide appropriate and early pastoral interventions for students to promote positive behaviour and inclusion, especially for those groups over-represented in behaviour data (including

---

## Equality Objectives Review from September 2023 Policy

Objective	Lead	Update November 2024
Use key data, such as measures of wellbeing, to monitor the progress of students with protected characteristics.	DHT	<ul style="list-style-type: none"> <li>Survey sent to year 7 after the Behaviour Curriculum was taught in ABC which asks students about wellbeing – all were wholly positive with many students stating they are the happiest they've been since starting at Knightsfield.</li> <li>We recognise that all our students have protected characteristics and as such we measure monitor their wellbeing accordingly. This can be done in a variety of ways including through the curriculum but also through our Pastoral Team work.</li> </ul>
To ensure that any LAC (Looked After Children) are duly considered and addressed and that their education and development needs are fully met.	SLT	<ul style="list-style-type: none"> <li>SLT have allocated a member of staff to be the LAC lead and she has also become a DSP, attending twice monthly meetings to report on the LAC and liaising with Virtual Schools for advice and resources ensuring that their education needs are fully met.</li> <li>LAC is doing well in school and school regularly liaises with carers to report this and to ensure development needs are being addressed and met.</li> <li>LAC are supported well and given intervention in areas they need wherever possible. School trips are supported financially wherever required.</li> <li>Recently, our LAC showed an interest in a specific area and our behaviour lead and LAC staff lead organised a visit to a local specialist in that area of interest. The LAC and foster family were overwhelmed with the level of support from the school for this.</li> <li>Our pastoral team regularly 'check-in' with LAC to provide wellbeing support if needed and to ensure LAC is feeling comfortable within school and will discuss any issues that may arise with LAC lead and SLT.</li> </ul>
Staff will ensure that all students are able to take part in extra-curricular activities and residential visits and the school will monitor uptake of these visits to ensure no one is	SLT	<ul style="list-style-type: none"> <li>School provides a wide variety of lunchtime clubs for students to attend as after school clubs cannot be offered due to the nature of our students' being transported by taxi's to and from school. Club registers are taken each day to monitor the uptake. Students are</li> </ul>

disadvantaged on the grounds of a protective characteristic.		<p>also encouraged to attend clubs if they struggle with unstructured times during the school day.</p> <ul style="list-style-type: none"> <li>• Day and residential trips are monitored closely and those Pupil Premium students who wish to attend but have financial restraints are supported by the school financially to allow them to attend.</li> <li>• All students are encouraged to attend the residential trip and members of staff have been trained in manual handling to ensure any student disabilities are not a barrier to attending and/or participating in activities where possible.</li> </ul>
Provide staff with up-to-date information on the terms, concepts and current understandings relating to each of the protected characteristics.	SLT	<ul style="list-style-type: none"> <li>• Staff are updated regularly regarding any protected characteristics of our students in twice weekly staff briefings, meetings, emails and annual review feedback.</li> <li>• Staff are offered specialist training if required, especially with any medical characteristics that may arise.</li> <li>• The protected characteristics are accessible for all staff to read and support with understanding are provided by SLT if needed.</li> </ul>
Ensuring as far as possible, that our governing board and staff reflect the full diversity of our local community.	DHT	<ul style="list-style-type: none"> <li>• Trustees and SLT have worked hard to recruit new Trustee members after two of our existing members left the board.</li> <li>• We have had a wide variety of interest from the local community and beyond including parents and this will form a governing board of diversity if recruited once voting from the board has passed.</li> </ul>

