



Equality Objectives and Action Plan

Objectives	Actions	Staff member	Date	Success criteria
To ensure the individuality of children is respected and promoted	The process of developing Termly Provision and Progress plans is supported and developed, focusing on individual's specific needs as noted in their EHCPs	Principal, supported by all staff in classes	July 2028	Termly dip sampling of TTPs demonstrates highly individualised approach, with integrated input from teaching class staff, therapists, and parents
	Staff are trained on specialist approaches through the federation's training programme	Principal, supported by all staff in classes	July 2028	Evidence of specialist approaches are securely evidenced through quality of teaching monitoring practices
To develop greater parity between the demographics of the pupil cohort in relation to ethnicity and gender, to that of the staff cohort, including governors	Review current recruitment and retention practices with a focus on any potential bias and adapt practices accordingly.	School Business Director	December 2025	All recruitment and retention initiatives are without bias
	Consider practices to specifically recruit from the demographic areas of Pakistani Muslims, and men.	School Business Director	On an ongoing basis until July 2028	To reduce the gender differential across the federation from 69% to 60%; to reduce the ethnicity differential for Pakistani Muslims from 16% to 8%
	Seek to recruit governors from the Pakistani community	Chair of Governors	July 2028	The governing board cohort reflects the federation pupil population of Pakistani ethnicity of 23%
To develop better engagement with families across the federation, ensuring that language or cultural barriers are eradicated	Review parental engagement at both schools, identifying barriers for those where engagement is low	Heads of School with Family Support Officers	December 2025	Barriers to engagement are clearly identified, along with potential solutions.
	Further actions to be derived from the above, incorporated into the Families Action Plan.			

Action Plan initiated: July 2025

By Bradley Taylor, Principal; Angela Coneron and Margaret Nyambayo, Equalities Governors