

Equality Objectives 2026 – 27

Equality Objective 1: Reduce Educational Outcome Gaps

Objective: By July 2028, reduce gaps in progress, attendance and destination outcomes between learners with protected characteristics (particularly pupils with SEND, disadvantaged pupils, looked after children and those with SEMH needs) and their peers through targeted support, adaptive teaching and inclusive curriculum practices.

Success Measures:

- At least 80% of learners achieve or exceed personalised progress targets.
- Gaps in attainment between identified groups reduce year-on-year.
- Persistent absence among identified vulnerable groups reduces by at least 10%.
- 95% of Year 11 learners progress to sustained education, employment or training.

Equality Objective 2: Strengthen Inclusion, Belonging and Participation

Objective: By July 2028, increase the participation, representation and sense of belonging of learners from protected groups by ensuring all pupils can access enrichment, leadership opportunities, therapeutic support and the full curriculum without discrimination or disadvantage.

Success Measures:

- 90% of learners report feeling supported, understood and included.
- All learners access enrichment, careers and personal development opportunities.
- Learner voice activities demonstrate increased participation from pupils with SEND and other vulnerable groups.
- Reintegration and placement sustainability outcomes improve annually.

Equality Objective 3: Promote Equality Through Staff Development and Inclusive Practice

Objective: By July 2028, ensure all staff demonstrate consistent, evidence-informed inclusive practice that promotes equality of opportunity, eliminates discrimination and fosters positive relationships for learners with protected characteristics.

Success Measures:

- Quality assurance evidence demonstrates effective adaptive teaching in at least 90% of lessons.

Respect, Aspiration, Resilience

- All staff complete annual training on equality, diversity, inclusion, SEND and trauma-informed practice.
- Staff confidence in meeting the needs of diverse learners improves through annual surveys.
- Behaviour incidents, suspensions and removals from learning reduce by at least 20%, indicating more inclusive and effective practice.