



Equalities Objectives 2024-27

Objective	Which protected group/groups have been considered?	Actions	Lead staff	How will we know we have achieved the objective?	Review
To improve and widen our resources available to reflect diversity through our curriculum	Disability, Race, Religion or Belief and Sexual Orientation	-Review and purchase books for our school library reflective of our considered protective groups -Review and purchase resources linked to our curriculum that celebrate our school communities diversity	E E-J/NF SLT	-Quality and selection of books available to pupils is reflective of our school community -Resources used to support teaching & learning across the school reflect the pupil cohort	
To provide support and adaptations to staff who have identified disabilities	Disability	-To ensure training materials are sent out prior to staff CPD	SLT	Staff training is more accessible. Staff have reasonable	

		<ul style="list-style-type: none"> -To provide paper copies of materials as requested -To provide physical adaptations if identified -To ensure that staff have correct risk assessments in place -To make individuals aware of the access to work website 	<p>SLT</p> <p>Facilities Manager</p> <p>SLT</p> <p>SLT</p>	<p>adaptations to enable them to perform their job role</p> <p>Adjustments are considered and followed to ensure health & safety for all</p>	
To allow ALL pupils the opportunity to attend an educational visit	Age, Disability, Race, Religion or belief	<ul style="list-style-type: none"> -Review and improve visit offer across the school -Align educational visits to the curriculum -Organise pupil groupings & enhance staffing to facilitate visits out for classes who need more support for health & safety reasons -Ensure bus availability is equitable -SLT to support staff less confident with organising and leading off site experiences 	<p>RF</p> <p>SLT</p> <p>Admin Team</p> <p>SLT</p>	<p>Every pupil at Granta has attended at least 1 offsite visit per year</p> <p>Staff are more confident to lead off site visits, in turn widening the pupils experience</p>	

<p>To ensure there is equity for ALL pupils across ALL pathways</p>	<p>Age, Disability</p>	<ul style="list-style-type: none"> -Pupil pathways are considered in planning and delivering staff CPD -Curriculum is written to ensure equity -Joint planning between teachers -Staff expectations and process are clear and consider each pathway 	<p>SLT</p> <p>SLT</p> <p>Teachers</p> <p>SLT</p>	<p>CPD calendar is planned to ensure a mix of pathway specific and whole school training.</p> <p>Whole school staff training, clearly identifies how it may look different across the pathways/age groups</p> <p>Teachers work collaboratively to ensure pupil offer is identical across pathway/key stage classes</p>	
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