

Interim Equality Objectives 2024 /2025 academic year, including Accessibility Planning

At the end of the 2023-4 academic year, we replaced our equal opportunities policy with a new Equality, Diversity, and Inclusion policy. We also decided to review our approaches to equality, diversity, and inclusion (EDI). We have identified short-term equality objectives and accessibility planning for the 2024-25 academic year that set out our plans for this review. The results of the review will allow us to identify our longer-term objectives and plans. We will update our equality objectives and accessibility planning at the September 2025 full governor board.

Equality Objective 1: Review our effectiveness in relation to EDI

Objective 1.1: To have an overview of our current effectiveness in relation to EDI. Objective 1.2: To identify equality objectives (including accessibility planning) for 2025-2029, informed by the review.

This will be achieved by reviewing how we:

- Approach EDI in relation to staff, students, and parents, carers, & visitors.
- Consider EDI in our decision-making processes and procurement.
- Monitor for differences of treatment or outcome across different protected characteristics, by exploring key measures related to students and employees, broken down by protected characteristic. For example, attendance, attainment, and behaviour for students, and recruitment, turnover, grievances, disciplinary data, pay, and promotions for employees. We will also explore pupil premium/free-school-meals eligibility as if it were a protected characteristic.
- Monitor for prejudiced language or actions by students, and any suggestion of discrimination or harassment by employees, by exploring records of student behaviour, complaints to the school, staff grievances, and disciplinary cases.
- Assess the accessibility of
 - our information. For example, our website, web resources, documents, newsletters, policies, forms.
 - our school site physically.
 - our curriculum.
- Ensure that our policies are consistent in their use of EDI-related terminology and reference to statutory duties.
- Share our progress in meeting the Public Sector Equality Duty (PSED).

When: 11/2024-09/2025.

Who: SCE & JMB in consultation with staff, students and parents.

Outcome: A review report summarising the review results, proposing templates for PSED reporting, and identifying equality objectives that can be taken to 09/2025 Full Governor Board (FGB).

Equality Objective 2: To train staff in our EDI policy annually and at induction.

This will be achieved by: A training session will be designed and brought to FGB for comment and approval.

When: First draft by 31/11/2024. Draft for board by 28/02/2024. Take to 03/2025 FGB.

Who: SCE will design first draft. There will then be consultation on the draft and any further content with JMB, Jeanette Lowe, Duncan Hall, KM, AH, and others as appropriate.

Outcome: PowerPoint presentation and trainer notes. Plan for delivery.

Equality Objective 3: To make EDI considerations a key part of planning and governance at DSHS.

This will be achieved by: Including EDI in the School Improvement Plan (SIP).

When: 09/2024

Who: JMB.

Outcome: An EDI page in SIP covering equality objectives and accessibility planning.