

Bullers Wood Multi Academy Trust

Equality Objectives



Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible?	Time Frames	Outcomes
Improve the attainment of vulnerable groups of students, including students with Special Educational Needs, students with disabilities and those entitled to Free School Meals so that the gap between their attainment and that of other students is narrowed.	Continue to improve the quality of provision and interventions for SEND and disadvantaged students so that improving outcomes can be demonstrated over time for these groups of students.	Inclusion in school specific equality objectives Half termly through SLT Exec SIP monitoring meetings. Termly Trust and LGB monitoring of School Improvement progress	Head Teachers supported by school senior leadership teams	Termly progress data analysis and reviews used to adapt and amend provision and intervention	Refer to School Improvement Plans which includes detailed actions and success criteria
Raise aspirations among children and young people, their parents and communities and raise awareness of career and higher education opportunities, to challenge stereotypes.	Continue to provide Careers advice and guidance, supported by suitable external agencies and form time activities	Half termly through SLT Exec SIP monitoring meetings. Termly Trust and LGB monitoring of School Improvement progress	Head Teachers supported by school senior leadership teams	Termly progress data analysis and reviews used to adapt and amend provision and intervention	Refer to School Improvement Plans which includes detailed actions and success criteria
Ensure that our schools deliver a curriculum (including our programme of enrichment and extra-curricular activities) that is broad and balanced and provides opportunities for all students and promotes understanding between different groups of people, cultures and societies.	Ensuring each school's curriculum policies reflect the high expectations of the school	Annual review of and setting of curriculum policies	Headteachers LGBs for monitoring and review	Annual review of curriculum policies	

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Maintain a rigorous anti-bullying stance so that all students and staff, including those with protected characteristics, are protected from harassment and discrimination of all kinds.	Ensure school culture and practice reflects stance of bullying and harassment. Staff training and awareness, appropriate support mechanisms and policies in place	Setting and monitoring of school policies	Head Teachers supported by School senior leadership teams LGB in reviewing and monitoring policies	Review of implementation of relevant policies	
Ensure that our systems for recruiting, retaining and managing staff (and potential applicants) support all those in groups protected by the Equalities Act.	Monitoring and review of policies and practice to ensure these reflect best practice in relation to equalities issues	Safer recruitment training	CEO, Executive team and Headteachers		