



Kingsdale Foundation School Equality Objectives 2024-27

Under the terms of the Public Sector Equality Duty (PSED), schools are required to publish specific and measurable equality objectives.

Our quality objectives are set every three years and cover the following aims of the PSED:

- Eliminating discrimination and other conduct prohibited by the Equality Act 2010
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who do share a protected characteristic and people who do not

In line with good practice, our equality objectives are based on our analysis of data and other relevant information and focus on areas where we continue to take action to improve equality and tackle disadvantages.

Our equality objectives, as agreed with the Governing Body are as follows.

Objective 1

To continue diversify the curriculum in all areas to ensure the positive representation of all protected characteristics across it so that our students see and can be seen.

Key Success Criteria

- An external review of curriculum planning, resources and delivery will identify continued significant advancement in this area
- Student, staff and parental feedback will indicate significant advancement in this area

Objective 2

To continue to actively promote racial equality within and across all aspects of our work and within the school community.

Key Success Criteria

- Student, staff and parental feedback will indicate significant advancement in this area
- A low level of racist incidents will be reported
- High levels of satisfaction with the school amongst all individual stakeholder groups will be reported

Objective 3

To continue to actively promote gender equality across all aspects of school life.

Key Success Criteria

- Student, staff and parental feedback will indicate significant advancement in this area
- Recording of effective gender representation in underrepresented areas
- A low level of gender-based incidents will be reported

Objective 4

To actively close gaps in attainment and achievement between students and all groups of students; especially boys, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.

Key Success Criteria

- Monitoring of key data will indicate a reduction in attainment and achievement gaps previously identified

Review Cycle

These objectives will be reviewed annually. The next evaluation of the progress towards these three-year objectives will take place in October 2025.

Adopted: October 2024

Next Review: October 2025

1. To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community
2. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities
3. To actively close gaps in attainment and achievement between students and all groups of students; especially boys, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups
4. To provide appropriate and early pastoral interventions for students to promote positive behaviour and inclusion, especially for those groups over-represented in behaviour data (including boys and students with special educational needs)
5. To ensure accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching
6. To provide role-models for all students, ensuring diversity in the staff body, visiting speakers and in leadership roles
7. To diversify the curriculum in all areas to ensure the positive representation of all protected characteristics across so that our students see and can be seen
8. To reduce the incidence of the use of discriminatory language and prejudice-based bullying by students in the school.
9. To ensure the consistent recording, reporting and action by staff following incidents of discriminatory language and behaviour, including bullying
10. To review relevant school policies and publications to ensure they clearly reflect the aim of inclusivity

In addition to the shared Equality Objectives above, the School has a link governor with responsibility for this area.

Last reviewed: March 2024