



### **Abbey Park School - Equality Objectives**

At Abbey Park, we are committed to fostering an inclusive and equitable environment where every pupil feels valued and empowered to succeed. We believe that diversity enriches our school community, and we celebrate the unique backgrounds, perspectives, and talents that each student brings. Our mission is to ensure that every individual, regardless of their race, ethnicity, gender, sexual orientation, socioeconomic status, or ability, has access to the same high-quality education and opportunities.

We recognise that systemic inequalities exist and can impact individuals' experiences and outcomes in school. Therefore, we actively work to identify and eliminate barriers that may hinder any pupil's ability to thrive. Our curriculum is designed to be reflective of diverse cultures and perspectives, promoting an understanding and appreciation of global citizenship. We provide adapted instruction and support to meet the varied needs of our learners, ensuring that everyone has the resources necessary to excel.

At Abbey Park we emphasise the importance of respect and empathy within our school culture. We encourage students to engage in open dialogues about their experiences and perspectives, fostering a sense of community and belonging. Our staff are trained to recognise and address issues related to equity and inclusion, creating a safe space for all pupils to express themselves without fear of discrimination or bias. We are dedicated to cultivating a learning environment where differences are celebrated, and every pupil is inspired to reach their full potential. We believe that together, we can create a future where equality is not just an ideal but a lived reality for all members of our community. Through collaboration, understanding, and unwavering support, we strive to prepare our pupils to become compassionate leaders who advocate for justice and equality in society.

As part of The Park Academies Trust we are focusing on the following objectives:

<b>Objective 1</b>	Monitor and evaluate attainment levels and participation of all groups (undertake an analysis of recruitment data and trends in regard to race, gender and disability by June, and report on this to the LAB)	<b>To achieve this objective we plan to:</b>  We use SISRA after each Data Review Point to look at groups of pupils to identify trends and disparities in attainment.  Analyse the school population to check it matches the demographic of the local community it serves.
		<b>Progress we are making towards this objective:</b>  Progress 8 scores are 0 (average) and close to inline for all pupil groups nationally. All students are supported through careers advice and guidance. Pupils who are at risk of NEET receive a careers interview to support them in being ready for their future lives.

		Analysis of the school population shows it is broadly inline with the local area demographic, with the exception of those identified with disabilities. However, this is likely to be due to having two specialist schools next door where, depending on the extent of the need, pupils may opt to attend those schools instead of Abbey Park.
<b>Objective 2</b>	Continue to make the schools inclusive environments, where all pupils and staff are welcomed and valued irrespective of gender, race, religion, sexuality, disability, ethnicity or background (ensure reasonable adjustment agreements are in place for all staff with disabilities)	<p><b>To achieve this objective, we plan to:</b></p> <p>Pupil voice is well established and a diverse range of pupils are involved across the school. Further celebration of cultural themes in the assembly programme. There is an active staff welfare group.</p> <p>Implement and review reasonable adjustment agreements for staff with disabilities.</p> <p>Promote a culture of respect and inclusion through school-wide initiatives.</p>
		<p><b>Progress we are making towards this objective:</b></p> <p>No pupil or member of staff is disadvantaged in terms of provision due to their protected characteristic.</p> <p>Receive feedback from staff and pupils through staff and pupil voice at regular intervals throughout the year.</p>
<b>Objective 3</b>	Continually consider how well the school ensures equality of opportunities for all its pupils	<p><b>To achieve this objective we plan to:</b></p> <p>Review and update school policies to ensure they promote equality.</p> <p>Provide opportunities, additional support and resources for underrepresented groups.</p>
		<p><b>Progress we are making towards this objective:</b></p> <p>We offer a range of trips and have used the pupil premium funding to ensure that disadvantaged pupils do not miss out because of their background.</p> <p>We have introduced character awards which track pupils' character and culture experiences</p>
<b>Objective 4</b>	Increase the representation of staff from black and minority ethnic communities as well as those with disabilities	<p><b>To achieve this objective we plan to:</b></p> <p>Have positive response to applications from black and ethnic minority and disability backgrounds.</p> <p>Provide development opportunities for underrepresented staff as appropriate.</p>
		<p><b>Progress we are making towards this objective:</b></p> <p>Due to the national teacher shortage and impact on teacher recruitment there is often a limited number of qualified candidates applying for vacancies.</p>

<b>Objective 5</b>	Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination	<b>To achieve this objective we plan to:</b>  All people involved in recruitment to have training.
		<b>Progress we are making towards this objective:</b>  On each interview panel, at least one person is safer recruitment trained. All staff have received unconscious bias training.
<b>Objective 6</b>	<p>Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information, to help address the under-representation of people with disabilities in the school workforce</p> <p>Offer priority interviews for candidates with disabilities who meet the selection criteria, and ask if they require any reasonable adjustments for the interview</p>	<b>To achieve this objective we plan to:</b>  Update all job adverts and application materials to include the 'Two Ticks' symbol. Ensure interview processes are accessible and inclusive.
		<b>Progress we are making towards this objective:</b>  Job adverts and application materials updated. Accessible interview processes implemented.