



Annual Equality Statement 2025/26

1. Staff Training and Development

- **Equality & Diversity Training:** Ensure all staff receive regular training on equality, unconscious bias, and inclusive practices.
- **Leadership Development:** Provide specific training for leaders on implementing and monitoring equality objectives.

2. Stakeholder Engagement

- **Pupil Voice:** Include mechanisms for pupils to express views on equality and inclusion (e.g., surveys, school council discussions).
- **Parental Engagement:** Actively involve parents/carers from diverse backgrounds in school life and decision-making.

3. Data Analysis and Reporting

- **Intersectional Analysis:** Go beyond single categories (e.g., SEND or Disadvantaged) and look at overlapping identities (e.g., SEND + EAL).
- **Annual Equality Report:** Publish a summary of progress against equality objectives and actions taken.

4. Recruitment and Representation

- **Inclusive Recruitment Practices:** Monitor recruitment data to ensure diversity in applicants and appointments.
- **Staff Representation:** Aim for staff diversity that reflects the community and pupil demographics.

5. Curriculum Enrichment

- **Diverse Representation:** Audit curriculum materials to ensure representation of different cultures, identities, and experiences.
- **Celebration of Diversity:** Continue and expand events that celebrate cultural, religious, and identity-based diversity.

6. Policy Review Cycle

- **Regular Reviews:** Ensure all equality-related policies are reviewed at least every 2–3 years or in response to legislative changes.