



## Brooke Weston Trust Equality Objectives 2024- 25:

	Objectives	Strategies	Success Criteria
<b>Objective 1</b>	To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility.	Staff and governor training on Public Sector Equality Duty; BWT policies implemented across the schools reflect equality responsibilities.	Greater awareness and understanding of equalities duties, evidenced through policy development and accessibility of students, parents/carers to Academy information and the curriculum.
<b>Objective 2</b>	To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.	PSHE curriculum, regular assemblies on School Values and British Values which promotes mutual respect and tolerance of those with different faiths/beliefs, tracking hate/bullying incidents to measure impact of above.	Greater awareness, understanding and tolerance of different groups of students and staff within the academy. Reduction in hate/bullying incidents, progress in outcomes of student and staff questionnaires.
<b>Objective 3</b>	To actively close the gaps in attainment and overall achievement between students for all groups of students, especially disadvantaged students, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	Early identification of need through tracking of individual student performance. Provision of tailored support and intervention to enable access to the curriculum and other specialist support available.	Improved attendance and performance for all student groups. Regular challenge, support and monitoring of progress through Executive Principal meetings, Local Governing Body meetings, Education Standards Committee meetings and quality assured through external moderation.
<b>Objective 4</b>	To continue to give due regard to equality, diversity and inclusion during recruitment processes for new employees and increase the diversity of the workforce.	Provide training to interviewers on equality, diversity and inclusion. Promote equal, fair and inclusive culture of BWT within marketing material.	Progress is made to addressing underrepresentation of particular groups.
<b>Objective 5</b>	To promote mental health awareness and develop appropriate interventions where necessary.	Provision of external support for students and staff where required; consideration of workload for teachers and support staff; staff forums for discussion/recommendations about how worklife balance can be maintained	Progress in outcomes of the Trust employee questionnaire, increased staff and student attendance.