



The Deanery CofE Academy - Equality Objectives

**'A tree planted by streams of water,
which yields its fruit in season' (Psalm 1:3)**

Hope – Service – Wisdom - Resilience

At The Deanery, we are committed to fostering an inclusive and equitable environment where our Christian values are at the fore-front of all practice. We strive to ensure every student and member of staff 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 person in our community 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 student'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 The Deanery 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 students to express themselves without fear of discrimination or bias. We are dedicated to cultivating a learning environment where differences are celebrated, and every student 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 students 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:

Objective 1	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, and report on this to the LAB)	<p>To achieve this objective we plan to: Collect and analyse recruitment data regularly. Identify trends and disparities in attainment and participation. Report findings to the LAB (Local Advisory Board) quarterly.</p> <hr/> <p>Progress we are making towards this objective: Establish a data collection system.</p>
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		Initial analysis completed and presLAB. Identify key areas for improvement.
Objective 2	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)	To achieve this objective we plan to: Conduct regular training on inclusivity for staff and students. Implement and review reasonable adjustment agreements for staff with disabilities. Promote a culture of respect and inclusion through school-wide initiatives.
		Progress we are making towards this objective: Training plan of sessions to be held for all staff. Adjustment agreements to review and update. Receive feedback from staff and students on inclusivity initiatives.
Objective 3	Continually consider how well the school ensures equality of opportunities for all its pupils	To achieve this objective we plan to: Review and update school policies to ensure they promote equality. Provide additional support and resources for underrepresented groups. Engage with parents and the community to support equality initiatives.
		Progress we are making towards this objective: Policies reviewed and updated. Additional resources allocated to support programs. Increased community engagement and support.
Objective 4	Increase the representation of staff from black and minority ethnic communities as well as those with disabilities	To achieve this objective: Implement targeted recruitment strategies. Partner with organisations that support diversity in education. Provide mentorship and development opportunities for underrepresented staff.
		Progress we are making towards this objective: Recruitment strategies in place.

		Partnerships established with relevant organisations.
Objective 5	Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination	To achieve this objective: Develop and deliver comprehensive training programs. Ensure all new staff and volunteers complete training as part of their induction. Regularly update training materials to reflect current best practices.
		Progress we are making towards this objective: Training programs to be ready. High completion rates for training among staff and volunteers. Ongoing updates to training materials.
Objective 6	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 Offer priority interviews for candidates with disabilities who meet the selection criteria, and ask if they require any reasonable adjustments for the interview	To achieve this objective: Update all job adverts and application materials to include the 'Two Ticks' symbol. Ensure interview processes are accessible and inclusive. Provide training for hiring managers on accommodating candidates with disabilities. Progress we are making towards this objective: Job adverts and application materials updated. Accessible interview processes implemented. Training for leaders involved in recruitment has begun and will be logged.