2026 - 27 EDI Objectives & Action Plan

Objective 1: Embed anti-racism and EDI into curriculum, teaching, and learning practices

(Measured by Student Voice and staff surveys, Curriculum reviews, and Quality Assurance evaluations)

We will embed and expand curriculum and teaching practices which:

- are inclusive - all pupils and staff are welcomed and valued
- show respect for and appreciation of one another as individuals
- prepare pupils for life in a diverse society by encouraging respect for linguistic, cultural and religious diversity that exists in local communities and the wider world
- support students to understand and respect different aspect of equality, diversity and discrimination in wider society, including racism, sexuality and homophobia, disability and gender
- reflect the diversity of our students and local community, country and world
- develop personal and cultural identity in all pupils
- widen educational and personal horizons of all pupils if limited by factors that compromise equality
- are proactive in tackling discrimination and are actively antiracist
- promote the benefits of diversity
- enable all students to successfully access the curriculum and achieve in lessons, considering SEND needs, language needs, prior education and experience
- understand the barriers students may face to their learning & put measures in place to help them overcome these
- Explicitly Teach Anti-Racism: Continue delivering explicit anti-racism teaching through PSHE lessons across all year groups, evaluating student feedback and learning outcomes to gauge impact and refine delivery.
- Subject Curriculum Evolution: Subject leaders will evaluate, adapt, and embed antiracist content within their own subject areas.
- Core Structural Alignment: Deeply interweave antiracism into the core structure, daily routines, values, and mission of the school to sustain a positive anti-racist culture.
- Cultural Competency & Racial Literacy - Staff Development: Allocate dedicated CPD time to continually enhance staff's cultural competency and racial literacy, deepening understanding of anti-racist education, and assessing the practical impact in classrooms.

Policy Review & Implementation: Systematically review and update all school policies through an antiracist lens, ensuring equitable implementation and ongoing monitoring.

Objective 2: to embed equality, diversity and inclusion into the academy. (Measured by student and parent voice and staff surveys, external and internal data, HR data to analyse staff and governing body representation)

- We will identify any difficulties or concerns early in order to act preventatively covering all aspects of Equality and Diversity including, incidents of discrimination on the basis of protected characteristics.
- Our curriculum and pastoral staff will ensure that all students and staff understand aspects of discrimination and are able to tackle and report such incidents effectively.
- We will take such incidents seriously and will ensure these are dealt with quickly and appropriately.
- We will monitor, analyse and track pupil achievement and progress by ethnicity, EAL proficiency level, language, background, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.
- We will monitor, analyse and track wider school involvement of students (eg. extra-curricular activities, visits, positions of responsibility, attendance and behaviour, pastoral support) by ethnicity, EAL proficiency level, language, background, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.
- We will aim for equity not just equality, so that students are able to overcome barriers to achieve equality of opportunity, & put additional measures in place to achieve this where needed
- We will ensure communication with parents & other parental involvement with the school is accessible and representative
- We will have a staff & governing body that is representative of the student and the wider communities we serve.
- We will develop a representative student & parent voice to share their views on equality & diversity in school & more widely

Objective 3: Embed antiracism and EDI into academy leadership, incident response, and governance
(Measured by student and parent voice, staff surveys, ALT half-termly data reporting, and Trust collaboration)

We will sustain academy-wide systems and leadership development which:

- Incident Response Flowchart & Communication: Maintain and reinforce a clear step-by-step flowchart for responding to and resolving incidents; ensure reporting procedures remain well-advertised and clearly understood by all students via PSHE, Form Time, and Assemblies.
- Data Reporting & Impact Case Studies: Analyze half-termly incident data with the Academy Leadership Team (ALT) to monitor emerging trends,

incorporating detailed case studies that highlight effective, thorough resolutions.
- Trust-Wide Systems Sharing: Share refined incident tracking systems, best practice frameworks, and key learnings with other schools across the Trust to foster collaborative improvement.
- BAME Leadership Development: Invest in and expand BAME leadership development opportunities, actively participating in Trust-level networks for ongoing growth and mentorship.

Objective 4: to celebrate the diversity of our school community, ensure all students feel represented & proud of who they are. (Measured by student voice, parent and staff surveys, learning walks, parental and community engagement and records of planned events and celebrations)

- The diversity of the school will be visible and celebrated as you walk around school through displays & signage.
- Students' backgrounds, cultures & languages will be represented positively, respected and celebrated around the school, inside & out of lessons, and within activities in school.
- The school's diversity calendar will be used to promote acceptance, understanding, learning about each other and celebrations of the diversity of the school. Such as multilingualism, Gypsy Roma culture & history month, Refugee Week, Pride, Black History Month.
- We will achieve the Anti Racist Schools Award with the Centre for Race, Education and Decoloniality at Leeds Beckett University.