Objective	To achieve this we plan to:
To promote cultural development and understanding through a rich range of experience, both in and beyond the school.	• ensure the curriculum is relevant for all pupils • plan educational trips and visitors to promote a range of cultures •increase sporting opportunities for girls • continue the RRSA approach • tackle racism proactively, opposing racism and promoting racial equality, including providing CPD to staff through the Hemisphere project • ensure we have developed an anti-racist curriculum • liaise with external providers to ensure activities are accessible for all pupils • use of accessible locations for clubs as required
To embed equality, diversity and inclusion across all school systems and processes including HR, recruitment, and professional development	• safer recruitment processes in place • ensuring equality in the recruitment process • undertake an analysis of staff recruitment data and trends in regard to race, disability and any gender pay gap (report to FP&P committee) • undertake an analysis of the race, disability and gender of the governing body • Ensure key staff involved in recruitment are trained in safer recruitment practices to uphold fairness and inclusivity. • Embed the Public Sector Equality Duty (PSED) into all aspects of school decision-making, planning, and policy development. • Deliver racial literacy CPD to all staff and governors through the Hemisphere project to strengthen understanding and inclusive practice. • Regularly analyse school data (e.g. recruitment, attainment, behaviour, exclusions) to identify trends and address inequalities. • Review and update policies and procedures to ensure they reflect our commitment to equality and diversity.

To ensure the physical environment enables all pupils, including those with disabilities, to fully access education	• Make reasonable adjustments to facilities, classrooms, and communal areas to support pupils with physical, sensory, and cognitive needs. • Conduct regular accessibility audits of the school site to identify and address physical barriers. • Carry out ongoing maintenance checks to ensure the physical environment remains inclusive and fit for purpose. • Maintain safe and accessible outdoor surfaces to ensure mobility and safety. Ensure that any new building works or refurbishments are planned with inclusive design principles.
To ensure the curriculum reflects and promotes equality, diversity, and inclusion across all subjects and learning experiences	• Regularly audit curriculum materials to identify gaps in representation and ensure diverse voices and perspectives are included. • Provide staff with training on inclusive teaching practices and Racial Literacy through the Hemisphere project to support equitable classroom environments. • Invite guest speakers and community members from a range of backgrounds to enrich pupils' learning experiences. • Monitor exclusions and behaviour data to identify and address any disparities between pupil groups.
To use analysis of attendance to identify any groups of pupils for whom attendance is lower and take appropriate actions to support good attendance.	• Undertake in-depth analysis of attendance, including looking at key characteristics, on a termly basis • Plan individualised actions for pupils who have poor attendance, taking account of the characteristics of these pupils • Engage with our Education Welfare Officer (EWO) in planning and implementing support and actions