

Equality Objectives

All academies in the Diocese of Coventry Multi Academy Trust are committed to ensuring equality throughout the school communities.

As a Church of England Academy we strive to inspire and empower every child and adult to grow academically, socially, morally, spiritually and culturally in the knowledge they are loved by God and are safe and valued within our school community.

Our commitment to equality is that:

- All learners are of equal value.
- We recognise and respect difference.
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- Society as a whole should benefit.

Our MAT equality statement is available on our Policies page.

Our key objectives are:

Objective 1

To support all groups of pupils to achieve their potential.

We will achieve this by:

- Providing high-quality teaching that is responsive to individual needs, including targeted interventions and personalised support.
- Using assessment data to identify gaps in progress and ensure swift, evidence-based action for any pupil or group at risk of falling behind.
- Working closely with families, external agencies, and specialist services to remove barriers to learning.
- Promoting high aspirations for every pupil, including those with SEND, disadvantaged pupils, and pupils with English as an additional language.
- Ensuring staff receive ongoing training in inclusive practice, adaptive teaching, and unconscious bias awareness.

Objective 2

To ensure our curriculum reflects the rich diversities of the world we live in.

We will achieve this by:

- Embedding diverse voices, cultures, histories, and perspectives across all subjects and key stages.
- Regularly reviewing curriculum content to ensure representation is meaningful, accurate and free from stereotypes.
- Encouraging open discussion about identity, equality, and global citizenship in a safe and respectful environment.
- Celebrating cultural events, heritage months, and global themes through assemblies, displays, and enrichment activities.
- Working with pupils, families, and community partners to ensure the curriculum reflects the lived experiences of our school community.

Objective 3

To maximise opportunities and achievement for all groups of pupils through access to extra-curricular activities and curriculum enrichment.

We will achieve this by:

- Offering a wide range of clubs, sports, arts, and enrichment activities that appeal to diverse interests and abilities.
- Removing financial, social, or practical barriers to participation by providing subsidised or free opportunities where needed.
- Ensuring activities are accessible to pupils with SEND through reasonable adjustments and inclusive planning.
- Tracking participation across different pupil groups to ensure equitable access and identify where additional encouragement or support is needed.
- Promoting enrichment as a core part of the academy experience, helping pupils build confidence, leadership skills and cultural capital.

DATE OF REVIEW AND PUBLICATION – January 2026

DATE OF NEXT REVIEW (EVERY 4 YEARS) – January 2030