

### **Appendix 3- Equality Objectives**

**Equality Objective 1 : Undertake an analysis of recruitment data and trends with regard to race, religion, gender, sexuality and disability by July 2022, and report to the AGC Oct 2022.**

<b>Why have we chosen this objective:</b>
To ensure that our school represents the diverse society that we live in.
<b>To Achieve this we plan to:</b>
<ul style="list-style-type: none"><li>• create an analysis of current staff groups based on religion, gender, race, disability and sexuality</li><li>• when applications are received, data will be collated regarding those that were invited to interview and those that were not. Data will also be collated and analysed regarding who was successful and who was not</li></ul>
<b>Progress we are making towards achieving this objective:</b>
<ul style="list-style-type: none"><li>• recruitment data is now being collected to identify this on application.</li></ul>

**Equality Objective 2 : Have in place a reasonable adjustment agreement for all staff with disabilities by July 2022, to meet their needs better and ensure that any disadvantages they experience are addressed. Report the data to the AGC October 2022.**

<b>Why have we chosen this objective:</b>
many members of our staff have hidden disabilities. We need to accommodate the needs of these staff to get the best from them. We can only do this when we know about their needs.
<b>To Achieve this we plan to:</b>
<ul style="list-style-type: none"><li>• Inclusion Lead to survey all staff and identify those with a disability</li><li>• Inclusion Lead to create a staff disability register with reasonable adjusts listed</li><li>• Inclusion Lead to produce an anonymised report for AGC regarding reasonable adjustments made for members of staff</li></ul>
<b>Progress we are making towards achieving this objective:</b>

**Equality Objective 3 : Increase the representation of staff from local black and minority ethnic communities over a 4-year period (September 2021 to September 2025), so that this group increases from 8% to 25% of the workforce.**

**Why have we chosen this objective:**

William Law has a predominately White British staffing. This is not representative of Peterborough or the pupil profile (approx. 75% white British)

**To Achieve this we plan to:**

- increase the profile of our staff to reflect the cultural and diverse society we live in as part of living in Peterborough.

**Progress we are making towards achieving this objective:**

**Equality Objective 4 : Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.**

<b>Why have we chosen this objective:</b>
Governors and staff have never had equal opportunities training. To raise staff and Governors awareness of equal opportunities when selecting and interviewing candidates.
<b>To Achieve this we plan to:</b>
<ul style="list-style-type: none"><li>• Deliver training as part of an AGC meeting this academic year 2021/22</li></ul>
<b>Progress we are making towards achieving this objective:</b>

**Equality Objective 5 : All staff across the academy to receive diversity training by the start of the next academic year.**

<b>Why have we chosen this objective:</b>
To ensure that staff understand diversity and equal opportunities. Staff will understand unconscious bias and the impact that this has on the school community.
<b>To Achieve this we plan to:</b>
<ul style="list-style-type: none"><li>• all staff to access the training by September 2022.</li></ul>
<b>Progress we are making towards achieving this objective:</b>

**Equality Objective 6 : To ensure that the resources we use with pupils represent a range of protected characteristics.**

<b>Why have we chosen this objective:</b>
To ensure that books and resources represent a range of protected characteristics
<b>To Achieve this we plan to:</b>
<ul style="list-style-type: none"><li>• appoint a diversity champion within the school for the academic year 2021/22</li><li>• diversity champion to audit the resources, books and provision we have to support children</li><li>• headteacher to provide £1000 to source diverse books for libraries and reading material</li><li>• diversity champion to monitor lessons and books to ensure that diversity is being represented</li><li>• diversity champion to create an action plan (Spr 2022) to share with AGC addressing any gaps in provision</li><li>• diversity champion to evaluate action plan and update AGC on the progress they have made (Sum 22)</li></ul>

<b>Progress we are making towards achieving this objective:</b>