



Equality & Diversity Objectives 2026-2030

These objectives are to be set every 4 years. As a governing body, we look at them to assess and review our progress at least annually.

Objective 1: To build children's resilience and support their mental health through our wide well-being offer.

We will achieve this by:

- 🕒 Ensuring our well-being leads are sufficiently trained and are given opportunities to attend networks and/or conferences.
- 🕒 Being led and supported by the SLT and namely, the deputy with responsibility for SEND.
- 🕒 Working with and reviewing progress with the well-being governor lead.
- 🕒 Offering a range of supportive mechanisms to allow a varied approach of support: ELSA, Brighter Futures sports counsellors, 1:1 counsellor, Nottingham's Mental Health Support Team.
- 🕒 Evaluating the service we get from our various counsellors.
- 🕒 Ensuring that our exciting and engaging curriculum gives opportunities for all pupils to thrive and flourish in a number of different areas, not just academic.
- 🕒 Meeting as a safeguarding team weekly to identify any concerns early.

Objective 2: To promote high attendance for all pupils with a particular focus on key groups and those who are in danger of being persistent absentees (<90%).

We will achieve this by:

- 🕒 Tracking attendance data termly to enable early identification of groups or individuals at risk of poor attendance.
- 🕒 Calling home on day 1 of absence for those disadvantaged pupils.
- 🕒 Having regular communication with families on the importance of attendance and through parent/teacher meetings or personal letters/calls.
- 🕒 Liaising with the Education Welfare Officer or other agencies to support in raising attendance.
- 🕒 Offering our pastoral support (point 1) or a tailored package to meet the individual pupil's needs.
- 🕒 Creating bespoke plans for pupils with poor attendance who are also disadvantaged to increase attendance.

Objective 3: To ensure that our disadvantaged pupils get the very best offer so they can thrive in our academic curriculum and flourish in our enrichment curriculum.

We will achieve this by:

- 🕒 Creating class maps of disadvantaged groups linked to attendance and SEND so all staff are crystal clear about which pupils have which area of disadvantage.
- 🕒 Updating these maps termly and ensuring all staff are kept up-to-date.
- 🕒 Prioritising these pupils in progress meetings and identifying pathways to ensure success.
- 🕒 Prioritising these pupils for interventions and support.
- 🕒 Targeting these pupils for after-school clubs, offering reduced rates for trips and residential.
- 🕒 Offering in-school opportunities such as sports and music.