

Equality, Diversity and Inclusion Objectives (2024-2028)

Objective 1	To provide a learning, working and social environment which is accessible, inclusive, safe and welcoming and addresses the needs of our community
We Will Do This By:	<ul style="list-style-type: none"> • Ensuring accessibility and inclusive practises to accommodate the needs of our staff, children and young people and visitors through ensuring staff members receive regular, pertinent training • Committing to promoting a culture based on the principles of respect, dignity and inclusion for everyone
Objective 2	Be flexible and adaptive to the needs of our diverse community, ensuring inclusivity
We Will Do This By:	<ul style="list-style-type: none"> • Ensuring an inclusive approach to the delivery of learning, teaching and assessment • Promoting equality and inclusion within all our working policies and practises

	<ul style="list-style-type: none"> • Devising and implementing a pastoral curriculum that addresses the full breadth of EDIW themes
Objective 3	To continuously attract, retain and develop a diverse community where everyone can attain and succeed to the best of their ability
We Will Do This By:	<ul style="list-style-type: none"> • Proactively encouraging applications for employment, career progression and leadership development opportunities for all • Ensuring we engage and inspire children and young people from all backgrounds to apply, aspire and succeed • Ensuring we monitor and address differences in outcomes and promote equality in participation and progression
Objective 4	We will raise awareness, promote equality and ensure less favourable treatment or harassment is not tolerated
We Will Do This By:	<ul style="list-style-type: none"> • Embedding capacity and resources to support equality, diversity and inclusion activities and groups • Ensuring the responsibility to foster an inclusive learning, working and social environment is clear to all and recognised in our policies and practices.