Updated Jan 26

Pathfinders Federation

Equality Objectives

Objective	Purpose	How will this be achieved?	Responsibility	Timescale	Success Criteria
1. Eliminate unlawful discrimination, harassment and victimisation	To discourage and respond to all incidents and prejudiced based bullying	• Review and update existing policies and practices relating to discrimination, bullying or victimisation. • Appropriate reporting measures in place • Student council to raise awareness and tolerance across the schools. • The newly updated RHSE curriculum covers this objective directly.	Whole school Executive Headteacher GB SLT Pastoral staff	By the end of the current scheme reviewed annually.	• The equality governor can monitor policies and procedures through school visits. • Staff and students/pupils/children feel that they are working within a culture that is inclusive. • Increased staff confidence • All reported incidents are investigated and action taken. • Friendly Faces and school council have increased capacity to support anti-bullying message. • Students/pupils/children feel safer.
2. Equality of opportunity for all students/pupils / Children	To fully engage the school council in reviewing all aspects of equality	• Schoolcouncil to design and set their own equality objectives • School council to have time to reflect on their own equality objectives.	Executive Headteacher SLT	Autumn 26	Revised pupil equality objectives reflects the views and issues raised by pupils.

	across the Federation	• Regular pupil progress meetings to ascertain progress and attainment for all children • Inclusive practice throughout the whole school • We have lots of input from outside agencies and professionals to enable all children to be able to access the curriculum.		Autumn 26 and annually thereafter Autumn 27	Issues identified and acted upon. Pupil objectives updated and communicated to pupils and the wider community.
3. Equality of Outcome	To further improve the capacity of Pupil Premium	• Develop a greater understanding of the barriers to pupils in this group. • Aim to increase the number of parents/carers/pupils in this group who are engaging positively with	Executive Headteacher SLT	Through SLT meetings	• All staff know which pupils make up this group and have interventions in place to support their progress.

	funding to 'close the gap' so that pupils from more disadvantaged backgrounds have improved life chances.	the Federation to further 'close the gap'. • To carefully target pupil premium children with interventions and support with nurture and well-being			• Parents/carers are more able to support their child at home. • Parents/carers are engaging with school on a regular basis.
4. Equality of Opportunity	To improve the capacity of the Federation to support pupils with a protected characteristic	• Develop a greater understanding of the pupils needs in this group. • Provide additional CPD opportunities for staff to support pupils in this group. • We make sure the curriculum is wide and engaging to offer something for everyone • The RHSE curriculum and the inclusion policy both support the curriculum and teaching of protected characteristics. Pupils are taught about consent, no matter what stage or age, which is so important. • Develop contacts locally, regionally and professionally to be able to further support pupils. • Visitors to school • Career/aspiration day	Executive Headteacher SLT	By the end of the current scheme to be reviewed annually	Pupils feel more welcome at school and are able to access the curriculum. Pupils feel more supported via relevant information and help.