



## Equality objectives

**Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the Governing Body.

Why we have chosen this objective?	Actions	Progress we are making towards this objective
To review demographic of those appointed against those who applied and identify any potential worrying trends	Issue monitoring forms with every application pack. Data will be entered onto a spreadsheet which will be used for analysis at the end of the academic year	All applicants complete a monitoring form which is collated separately to the recruitment process.

**Objective 2:** Train all members of staff and governors on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective?	Actions	Progress we are making towards this objective
All staff require training to ensure they are aware of their responsibilities and they meet the standards of our policies	Secure Unconscious bias training for all staff Secure diversity training for FGB Production of diversity policy	Headteacher has undertaken online learning module 'Equality and Diversity' (Level 2) Diversity training secured for FGB June 22 Draft diversity policy

**Objective 3:** Become a Disability Confident employer

Why we have chosen this objective?	Actions	Progress we are making towards this objective
It will enable us to draw from the widest possible pool of talent and secure and retain high quality staff. It could also improve employee morale and commitment by demonstrating that they treat all employees fairly.	To achieve this objective we plan to offer the following opportunities <ul style="list-style-type: none"> <li>• work experience</li> <li>• job shadowing</li> </ul>	Volunteers now welcome in school Now need to advertise more specifically to underrepresented groups