

Holy Family Catholic Multi Academy Trust

Equality Objectives - Action Plan

	Equality Objective	Actions to address	Impact monitored?	By whom?	Expected outcomes
1	To promote inclusive learning environments	<p>Develop and implement an inclusive curriculum that reflects diverse cultures and perspectives.</p> <p>Provide training for teachers and staff on creating inclusive classrooms and addressing unconscious bias.</p> <p>Establish a student-led diversity and inclusion group to promote awareness and understanding among peers.</p>	<p>Regular assessment of the curriculum to ensure it reflects diversity.</p> <p>Monitoring of teacher and staff participation in training programs.</p> <p>Feedback from students regarding the inclusivity of the learning environment / experience at school</p>	<p>HTs / Dol&D</p> <p>Dol&D</p> <p>Dion George / Dol&D</p>	<p>Inclusion a key focus across all curriculum areas</p> <p>Teachers more aware of unconscious bias</p> <p>Pupil voice is central to addressing diversity issues. Voice used to inform practice.</p>
2	To ensure equal access to opportunities	<p>Review and update admission policies to ensure fairness and eliminate potential barriers.</p> <p>Consider programs to support students from disadvantaged backgrounds.</p>	<p>Analysis of admission data to identify trends and disparities.</p> <p>Regular reports on the utilization and impact of programs.</p> <p>Monitoring the progress and well-being of students with special educational needs.</p>	<p>HTs / EHT / CEO</p> <p>HTs / Dol&D</p>	<p>Policies in place as appropriate across schools</p> <p>All pupils who require additional support receive it</p>

3	To foster a diverse and inclusive staff	<p>Develop a recruitment strategy that actively promotes diversity among teaching and administrative staff.</p> <p>Implement programs to support the professional development of underrepresented staff members.</p> <p>Strategy to recruit underrepresented staff as part of TSH strategy</p>	<p>Reporting around staff diversity. Surveys and feedback from staff regarding the inclusivity of the workplace.</p> <p>Monitoring professional development and career progression of underrepresented staff.</p> <p>Monitored through regular reporting to strategic partners / Board</p>	<p>HR team</p> <p>DoI&D / JK - TSH</p> <p>JK / TSH committee</p>	<p>Strategy supports increased diversity in the workplace</p> <p>Staff equipped and supported with appropriate skills and knowledge.</p> <p>Wider programmes support recruitment and progression of underrepresented groups.</p>
4	To tackle bullying and harassment	<p>Implement a comprehensive anti-bullying policy with a focus on addressing discrimination..</p> <p>Provide support mechanisms for victims and education for perpetrators.</p>	<p>Monitoring of reported incidents of bullying and harassment.</p> <p>Evaluation of support services and their impact on affected individuals.</p>	<p>HR / Exec</p> <p>HR / Exec</p>	<p>All aware of bullying and discrimination and can call it out</p> <p>Impact is reduced / fewer incidents</p>
5	To engage with parents and the community	<p>Parental Engagement group set up to ensure diverse voices are heard. Include as part of HFC consultation processes.</p> <p>Conduct workshops and events to promote understanding and collaboration between the academy trust and the community.</p>	<p>Participation rates in parent engagement activities.</p> <p>Feedback from the community</p>	<p>HTs / CEO</p> <p>HT / CEO / HT</p>	<p>Wider participation / involvement / engagement</p>