

BBCET Equality Objectives 2024 – 2028

The following objectives should be adopted by all LGCs for their school. These objectives are broad and will be measured over a four-year period. However, LGCs must review progress annually. This is set out in the table below.

	Objectives	Suggested actions for schools	What needs to be reported annually to BBCET (and how)
1	To ensure that Directors, governors and all staff are aware of the Trust's clear organisational commitment to championing equality, diversity and inclusion and understand their responsibilities in relation to this.	• Ensure that the Trust's EDI policy is embedded across the Trust and the school • Ensure that all aspects of employment law are applied and that no member of staff is discriminated against in relation to their age, gender, marital status or other protected characteristic	Annual confirmation that governors and staff have been reminded of their responsibilities in relation to equality, diversity and inclusion (LGC minutes)
2	To close gaps in attainment between different groups of pupils; especially pupils eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.	• Carry out regular reviews to analyse achievement and progress gaps between different groups of pupils in all phases of the school • Make curriculum adjustments in response to gap analysis	Annual data analysis on attainment gaps and any changes made or action taken (Taken from the data shared in examination outcomes - no separate action required)
3	To promote cultural awareness and mutual understanding between different groups.	• Ensure that students in all phases of the school cover equality issues and mutual cultural awareness in PSHCE and assemblies on a regular basis	Annual update available via curriculum maps and schemes of work for PSHCE / assemblies on school websites (School website)
4	To continue to improve accessibility across the academy sites for pupils, staff and visitors with disabilities.	• Review the school's accessibility plan on an ongoing basis • Ensure that parents and visitors are asked to inform the school or Trust of any access arrangements needed, and that such access arrangements are subsequently provided • Ensure that any information about student disability is responded to on admission and as required • Ensure that access arrangements for examinations are in place with exam boards • Collect staff disability information during the	Annual update via governor report on accessibility and any changes to the school's accessibility plan (LGC minutes)

		recruitment process and ensure that recruiting staff are aware of the school's responsibility in this regard	
5	To record and monitor instances of discriminatory bullying or use of discriminatory language, and act to tackle the issues.	• Ensure that anti-bullying posters are visible in all areas of the school • Ensure that any incidents of racially motivated or discriminatory bullying are dealt with efficiently and effectively • Monitor and record any incidents of racially motivated or discriminatory bullying and report these to the Trust	Reported by schools to the Trust via MIS and/or data collection (No separate action required)