

Annex 3 - Equality Objectives and Action Plan

Objectives	<p>A Why have we chosen this objective? B How will we achieve it?</p>	Staff member	Actions and Progress to date	Success criteria
<p>To train all members of staff and leaders involved in recruitment and selection on equal opportunities and non-discrimination by January 2025</p>	<p>A To build on our current processes and procedures to ensure that all staff involved in the recruitment process have received the most up-to-date training available to raise awareness of the principles of the Equalities Act.</p> <p>B Equality and Diversity Awareness Training undertaken</p> <ul style="list-style-type: none"> · Overview of the Equality Act 2010 · Main obligations on employers – from recruitment through to dismissal and beyond · Overview of EPM (Payroll provider) third party documentation with direction to the main documents to consider · Internal Employment policies / procedures and the importance of training · Common issues in relation to employment · Compensation regime in the Employment Tribunal for discrimination claims 	Senior Leaders and Governors	<p>November 2025 HoS LBA completed train the trainer CPD in March 2025, qualified to deliver EDI training to staff via Inclusive Practice</p> <p>EDI training Part 1 completed by all staff in INSET April 2025</p> <p>Part 2 to be completed 2025/2026 academic year</p> <p>Evaluation of training to be completed after part 2.</p>	<p>Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.</p>
<p>To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics:</p> <ul style="list-style-type: none"> ● age ● gender reassignment ● being married or in a civil partnership ● being pregnant or on maternity leave ● disability 	<p>A To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding.</p> <p>B To ensure the continued promotion of our Equality Values, the assembly themes and PSHCE lessons will focus on a range of topics throughout the year for all of our learners:</p> <ul style="list-style-type: none"> ● Black History Month – Celebrating the history of the black community and recognising their contribution to society ● Dyslexia Awareness ● Remembrance Day ● Anti-Bullying – Combating all forms bullying and encouraging respect for all ● Lesbian Gay Bisexual Transgender (LGBT) Awareness ● Excellent Care- International Day of Persons with Disabilities 	PSHCE Lead / Student Support Officer and Form Tutors	<p>November 2025 Assemblies to reference EDI protected characteristics and Equality Act explicitly in addition to current 6Cs and HR</p> <p>Assembly delivered about Equality Act and protected characteristics in Spring 2026</p> <p>Analysis of data relating to intolerance of protected characteristics between 2024/2025</p>	<p>Students demonstrate an understanding of equality through PSHCE feedback forms.</p> <p>A 10% reduction in sanctions related to intolerance towards students with protected characteristics.</p> <p>Increased engagement with social media posts promoting</p>



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<ul style="list-style-type: none"> ● race including colour, nationality, ethnic or national origin ● religion or belief ● sex ● sexual orientation 	<ul style="list-style-type: none"> ● Human Rights Day – Raising Awareness that every human is valuable. ● Holocaust Memorial Day ● LGBT History – Celebrating the LGBT community and the contribution of members of the LGBT community to society ● Mental Health Support ● Easter (Christian holiday) – Celebrating the Christian faith ● World Autism Day – Raising Awareness of Autism ● Ramadan (Muslim fasting) and Eid – Celebrating the Muslim faith ● Pride Week – Celebrating the Lesbian, Gay, Bisexual and Transgender Community 			<p>assembly themes and events</p>
<p>To eliminate discrimination, promote equality and celebrate diversity and ensure that the school promotes role models that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability and other protected characteristics (particularly in the light of the broadly mono-cultural nature of the school)</p>	<p>A To ensure that students have examples of people from diverse backgrounds and abilities to inspire, motivate and help shape their character and personality as they grow. To help pupils to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.</p>	<p>Marketing Coordinator , PSHCE Lead, all staff</p>	<p>November 2025 British Values document to be created to identify where within the curriculum we support students' knowledge, understanding and implementation of the fundamental British Values.</p> <p>Lesson Observation and Lesson dip forms include a question: <i>Did the lesson/learning activity feature examples, figures, or content explicitly featuring people from a wide variety of different starting points in life, including those with protected characteristics?</i></p>	<p>Lesson observations, learning walks, subject reviews and other monitoring opportunities indicate that teachers and ATs regularly include examples of people from a wide variety of different starting points in life, including explicitly people with protected characteristics.</p>
<p>B Display examples of successful people prominently on notice boards throughout the School. Ensure that teachers use a wide variety of examples of role models in their lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability. Assemblies promoting the rights respecting values and equal opportunities ethos of the school and displaying examples of these as constant reminders throughout the School.</p>				

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By: Louise Baldwin, Head of School