

Cranford CE Primary Academy Equality Objectives

Objective 1: *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why have we chosen this objective:

To ensure all staff and governors involved in recruitment and selection are trained in equal opportunities and non-discrimination to ensure that the interview process is fair, transparent and equal for all applicants.

To achieve this we plan to:

- To follow PDETs Trusts policy for Equality and guidance on recruitment are wholly engaged throughout the recruitment process.
- To ensure Staff and Governors involved with recruitment are provided with training on equal opportunities and non-discrimination.
- To ensure all interviews have at least one member of the interview panel who has undergone equalities training.

Progress we are making towards achieving this objective:

2025-26

- Staff remain aware of the PDET Equality Policy and their responsibilities under the Equality Act 2010.
- Equality and non-discrimination principles continue to be considered throughout the recruitment and selection process.
- Staff involved in recruitment and selection have access to appropriate equality and safer recruitment training.
- Recruitment processes continue to ensure that interview panels include a member of staff or governor with appropriate training and understanding of equality and non-discrimination.
- Equality considerations continue to be incorporated into recruitment and selection processes in accordance with PDET guidance.

Review outcome:

Objective achieved and embedded in school practice. The arrangements will continue to be monitored as part of the school's normal recruitment and induction procedures.

Objective 2: *To ensure the academy promotes equal opportunities and access for all by creating and implementing an Equality Impact Assessment system to record all academy events, trip and activities that demonstrate the academy has taken into account protected characteristics of all participants.*

Why have we chosen this objective:

To ensure all staff understand protected characteristics and these are taken into consideration when planning, organising and implementing academy activities, visits and events to ensure equal access and non-discrimination for all.

To achieve this we plan to:

- Create an Equality Impact Assessment proforma.
- Staff training on Equal Opportunities and protected characteristics.
- Staff CPD on utilising Equality Impact Assessments.
- Implement use of Equality Impact Assessments by staff when planning academy events, activities and visits.
- To collate a record of Equality Impact Assessments.
- AGC to monitor use of Equality Impact Assessments.

Progress we are making towards achieving this objective:

2025-26

- Equality Impact Assessments continue to be used alongside risk assessments when planning academy trips, visits and activities.
- Staff consider the potential impact of planned activities on pupils with protected characteristics and make reasonable adjustments where required.
- Individual accommodations continue to be made where necessary to ensure pupils can participate fully in trips, visits and other academy activities.
- Equality considerations are reviewed as part of the approval process for trips and activities.
- Staff continue to receive information and guidance regarding protected characteristics and their responsibilities in promoting equality.
- Protected characteristics continue to be addressed through the school's curriculum, including PSHE.

Objective achieved and embedded in school practice. Equality Impact Assessments will continue to be used as part of the school's planning and risk assessment processes.

Objective 3: *To actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children.*

Why have we chosen this objective:

To ensure all pupils regardless of pupil characteristics can achieve their full potential and make good progress from their differing starting points while attending Cranford CE Primary Academy.

To achieve this we plan to:

- Ensure there is a robust tracking system to monitor pupil progress of all pupil groups.
- Regularly review and evaluate pupil progress of all pupil groups.
- Address underachievement of specific pupil groups through developing quality first teach.
- Implement identified interventions to address specific gaps in learning.
- Implement a robust plan, do, assess and review cycle.
- Commission appropriate professionals to support the Academy in the identification of need and provision for individual pupils.

Progress we are making towards achieving this objective:

2025-26

- The Arbor data tracking system continues to provide robust monitoring of the progress and attainment of pupil groups, including disadvantaged pupils, pupils with SEND and looked-after children.
- Pupil attainment and progress are monitored regularly by school leaders and teachers.
- Progress, interventions and individual accommodations are reviewed regularly by school leaders, the SENCO and teachers.
- Where gaps in learning are identified, appropriate interventions and additional support are implemented and reviewed.
- Quality-first teaching and appropriate adaptations continue to be used to support pupils with additional needs and pupils who may be disadvantaged.
- The school continues to use a plan, do, assess and review approach to evaluate the effectiveness of additional provision.
- Where appropriate, advice and support from external professionals is sought to ensure that individual pupils' needs are accurately identified and appropriate provision is put in place.

Review outcome:

Ongoing. This remains an appropriate equality objective for the academy. Pupil attainment and progress data will continue to be analysed by pupil group, with appropriate action taken where gaps in attainment, progress or access to learning are identified.

Annual Review – September 2026

The academy-specific Equality Objectives have been reviewed as part of the annual review of the academy's equality information. The objectives remain relevant to the context and needs of Cranford CE Primary Academy and continue to reflect the academy's commitment to eliminating discrimination, advancing equality of opportunity and fostering good relations.

Objectives 1 and 2 have been embedded within normal academy practice and will continue to be monitored. Objective 3 remains an ongoing priority, with pupil attainment, progress and provision for identified groups continuing to be monitored and reviewed regularly.

The Equality Objectives will continue to be reviewed in accordance with PDET's four-year review cycle, with progress monitored annually.

Reviewed by the Principal: September 2026