

Public Sector Equality Duty

Annual Equality Objectives Action Plan and Compliance Statement 2025 – 2026

Every four years, The Good Shepherd Trust reviews its PSED Equality Objectives Statement. The latest iteration dates from July 2025 and confirms the Trust's six equality objectives as follows:-

1. To ensure that staff and those responsible for governance are aware of current legislation surrounding equality and diversity, have completed relevant training and understand the Trust's responsibility;
2. To promote cultural understanding, awareness, and mutual respect for different religious beliefs across the diverse ethnic groups within our school communities;
3. To promote mental health awareness and develop appropriate interventions where necessary;
4. To develop use of performance data and target setting to monitor pupil achievement and respond to variations between groups of learners, subjects, key stages and trends over time.
5. To embed the positive and accurate representation of all protected characteristics across the curriculum and wider school life, ensuring that all pupils develop a secure, age-appropriate understanding of these characteristics and their importance in promoting equality, respect and inclusion.
6. To actively consider and implement initiatives to ensure our recruitment processes are fair, inclusive, and ultimately lead to a workforce that is more representative of the diverse society we serve.

The Equality Act 2010: advice for schools provides guidance on how an academy school can show it has complied, as required by the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

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Last Updated and Presented to Local Committee on: 12/3/2026

#	Objective	Activity to comply	Measured by	Led by	Current Status – March 2026
1	Ensure all staff and Local Committee Members are aware of equality legislation and responsibilities	Annual training for all staff. Training module for Local Committee members.	Training records.	Headteacher	Refresher training Autumn 2025 Reminders to be included in staff briefing sheet.
2	Promote cultural understanding, awareness, and mutual respect	PSHE – respect and diversity. Collective worship – respect and diversity linked to school vision and values. Review of texts across the curriculum.	Pupil voice Behaviour log Audit of resources	AHT – curriculum RSHE leads Subject leaders	Jigsaw PSHE scheme is being followed by all year groups. This is complemented by collective worship which has been focusing on school values – care and courage. Pupil voice shows that most children feel a sense of belonging. Some children in Year 6 to be a focus (cultural understanding and respect). Still need to review the texts being used.
3	Promote mental health awareness and interventions	AHT to complete nurture training. Implement whole school strategy. Staff training. Parent workshops.	Staff survey Pupil voice Attendance data Behaviour log	AHT – pastoral and well being	AHT undertaking nurture training. Action plan is being developed and will be shared summer 1. Workshops and online training sessions have been provided for parents and staff. Positive

					feedback has been shared with the SENCO.
4	Use performance data to monitor pupil achievement across groups	Target setting, half termly pupil progress meetings focus on vulnerable pupils (SEND, EAL, disadvantaged) and impact of interventions. Appraisal targets for teaching and support staff.	Progress data and analysis	AHT – teaching and learning AHT – wellbeing and pastoral Phase leaders Core subject leaders	Targets have been set for each pupil using FFT 20. These are on Insight and staff can compare these to current attainment level. Pupil progress meetings each term focus on vulnerable pupils. Case sampling has started following training from GST. Appraisal targets will be reviewed before Easter half term.
5	Embed positive and accurate representation of all protected characteristics across the curriculum	Subject leader review resources. Displays updated. Collective worship – equality.	Curriculum audit Pupil voice	AHT - curriculum Subject leaders	Subject leaders to work with AHTs in the summer term to review resources. Displays ongoing. Collective worship ongoing focus on equality.
6	Ensure recruitment processes are inclusive and representative	Anonymised applications. Monitor recruitment data.	Staff diversity profile Recruitment data	GST Trust HR Headteacher Trust Business Manager	Office manager provides anonymised applications for shortlisting. My New Term removes part 3 equality and diversity monitoring for shortlisting and interviewing. Part 3 is used post interview for monitoring purposes.

This Action Plan is used alongside the Good Shepherd Trust Public Sector Equality Duty Central Policy (see link to Central Policies on the school website) and is reviewed by the Local Committee on a termly basis.