



**Ashford Park Primary School**  
**‘Inspiring a love for lifelong learning’**

**Equalities Objectives**

<b>Status of Policy</b>	<b>Date</b>
Policy written / reviewed	December 2024
Review	December 2025
Agreed by FGB	December 2025

## APPS Equality Objectives 2024-2025

These objectives have been identified alongside the APPS Equality Policy. Progress towards these objectives was reviewed in December 2024.

### Objective 1

- Undertake an analysis of recruitment data and trends in regard to race, disability and any gender pay gap by July, and report on this to the staffing and pay sub-committee of the governing board.
- **Why we have chosen this objective:** to ensure that our staff team is representative of the community that we serve and all children have a 'safe adult' they can turn to or talk to in times of uncertainty.
- **To achieve this objective we plan to:** continue to implement our safe and fair recruitment procedures. Individual's characteristics are never taken into account when shortlisting or appointing new staff. All staff members are appointed on their suitability for the role they have applied for.
- **Progress we are making towards this objective:** as of December 2024, we are in the process of recruiting 5 new LSAs. One is male, four are females, two new colleagues are from minority ethnic backgrounds.

### Objective 2

- Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and make sure that any disadvantages they experience are addressed.
- **Why we have chosen this objective:** to ensure that all colleagues regardless of additional need or disability, have full access to the school environment and resources. No colleague should ever be restricted or limited from conducting their job to the fullest of their ability.
- **To achieve this objective we plan to:** produce and adhere to mutually agreed risk assessments for colleagues with additional needs, medical conditions or disabilities.
- **Progress we are making towards this objective:** one colleague with diabetes has a set lunch break to ensure that they can manage their medical condition effectively and without barrier; one colleague continues to have an hour lunch break following a recovery period for a serious illness; one colleague has a risk assessment in place due to prevent them from over-exertion or unnecessary physical tasks that could exacerbate joint conditions.

### Objective 4

- 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 we have chosen this objective:** to ensure that the recruitment process continues to be fair and just. To continue to address any unintentional, unconscious bias that may affect a fair and equal recruitment of a staffing team that is representative of the community that we serve at APPS.
- **To achieve this objective we plan to:** identify and adopt a comprehensive training programme for leaders involved in the recruitment process.
- **Progress we are making towards this objective:** the headteacher has attended EDI training; a governor has been allocated as the governor responsible for EDI.