

## Loddington CE Primary Equality Objectives

**Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report to the AGC.

### Why have we chosen this objective:

To ensure we abide by The Equality Act 2010, and that we do not discriminate against any applicants.

### To achieve this we plan to:

Undertake regular analysis and record data after new employment is made.

### Progress we are making towards achieving this objective:

October 23 update – No new employment as yet.

**Objective 2:** 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:

During the recruitment process, we must ensure that we abide by The Equality Act 2010, to ensure that we do not discriminate against any applicants.

### To achieve this we plan to:

Book Safer Recruitment training and ensure this is kept up to date. Last training for Headteacher and Deputy Headteacher: 11/2021 – to be renewed after 5 years.  
November 2023 all staff received refresher training on roles and responsibilities regarding equality and inclusion, including consultation on our school policy.

### Progress we are making towards achieving this objective:

**Objective 3:** Include the ‘Two Ticks’ positive about people with disabilities symbol on all job adverts, application forms and information by January of next year, to help address the under-representation of people with disabilities in the school workforce.

**Why have we chosen this objective:**

The symbol is awarded to those employers who have demonstrated a commitment to recruiting disabled employees and developing their skills and prospects. We are committed to doing this at Loddington CE Primary school.

**To achieve this we plan to:**

Work closely with HR to ensure this is included in all job adverts that we post.

**Progress we are making towards achieving this objective:**

October 23 update – No new employment advertised as yet.

**Reviewed by the Headteacher: October 2023**