

MSA First School Equality Objectives Review Spring 2025  
 MAT Equality objectives

<p>Objective1: The Trust's commitment to equality is evident in its strategic and development planning.</p>	<p>Trust Policies and Development Plan</p>
<p>Objective2: Barriers to participation are removed to enable all our staff and pupils to play a full part in the life of the academy.</p>	<p>Working closely with individual families to get to know their lived experience and support where needed. Supportive team who celebrate each others' differences.</p> <p>Careful consideration given at school level to ensure staff, families and children are able to access every opportunity available. Accessibility policy reviewed annually.</p>
<p>Objective3: All our staff and pupils are aware of their own and their academy's responsibilities for advancing a culture of equality.</p>	<p>Our culture of inclusivity is very strong. Children and staff are proud of the dandelion and the reminder to look for the strength in diversity.</p> <p>Further work undertaken in PSHE, assemblies and day-to-day restorative work to support understanding of equity.</p>
<p>Objective4 Equality is reflected in our learning, teaching and assessment activities leading to an excellent pupil experience at the academy.</p>	<p>Teaching and learning is adaptive, closely supported by our Senco and our curriculum is accessible to all pupils. We are constantly considering ways to tell untold stories and look at aspects of our curriculum through the lens of others. Our Harmony Approach holds Diversity as one of the 6 key principles and this concept is revisited in depth every year for every child through our creative enquiry-based curriculum. Each child is given the scaffolding they need to access this learning.</p> <p>We are reviewing how we adapt for all children in line with growing needs.</p>
<p>Objective 5 Our commitment to equality is reflected in behaviour and practices throughout each academy.</p>	<p>Our school motto is Respect for All. We expect this of all adults and children in our community. This is lived and breathed by all stakeholders. When someone is dysregulated or shows behaviour that is not in line with our expectations, we look with compassion to find out why and to support getting back on track. That said, there is a zero tolerance approach to discrimination and bullying.</p>
<p>Objective 6 Our awareness and understanding of equality is increased through the analysis of data relating to staff and pupils</p>	<p>Monitoring outcomes and attendance for PP (pupil premium) children tells us attendance is high for those who are not on a part time timetable relating to SEND (with the exception of 3 children who are not meant to be on roll at the moment but who are at</p>

the request of the LA).

Trust-wide staff questionnaire has gone out  
- small team might limit data about a diverse  
workforce – trust results will be published in  
time.