



Equality Objectives 2026_27

Improve access to outreach for those who will most benefit.

The oversubscription criteria for outreach should enable the attendance of those that will most benefit from programmes and support the school's Widening Participation aims.

Many of our outreach programmes are now oversubscribed and the current criteria has, for example, resulted in those that are under-represented in STEM being turned down for a place because of the order of prioritisation in our criteria. This needs careful review to ensure it is fit for purpose.

The cost of transport does not prevent those who are financially disadvantaged from attending outreach.

Outreach bursaries do not provide substantial enough support to those with the longest and most expensive journeys to outreach events whilst it is overly generous to those who are more local. This should be amended to ensure that our limited funds are directed to those most in need.

Do more to build an inclusive environment

All staff feel equipped to challenge unfair behaviour and are confident in addressing sensitive topics.

In our recent audit of Equality Diversity and Inclusion, not all students were confident that 'staff in school actively challenge unfair behaviour such as name calling, stereotyping or exclusion'. Staff more frequently gave neutral responses to 'I feel equipped to address sensitive topics (eg racism, homophobia, sexism) in my role' than to other questions.

Diversity is celebrated and students develop an understanding of and appreciation for cultural differences.

In the same audit, some students stated that they would like more education regarding LGBTQ+ and particularly trans identities. Students also commented that they would like more active celebration of different cultures, religions and traditions.

Ensure we are aware of issues as they emerge and can put effective support in place

In the EDI audit survey, not all staff were confident in the school's tracking, monitoring and supporting of underrepresented or marginalised groups. As the school is about to increase the number of students on role, a change to how this is managed is called for: more staff should be involved and aware of the processes to ensure the support for students is sustainable and that all staff are aware of their role in doing this.