




# 'Where Stars Shine'

*Belonging, Ambition, Respect, Kindness*

# SCHOOL EQUALITY OBJECTIVES

Policy Lead Committee:	<b>Local Academy Committee</b>	In consultation with:	<b>Senior Leadership Team</b>
Approved by:	 R. Johnson, Chair of Committee	Date:	<b>20<sup>th</sup> November 2025</b>
Policy Date:	<b>Autumn Term 2 2025</b>	Review Date:	<b>Autumn Term 2 2029</b>
Review Frequency:	<b>Four Years</b>		



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Severnbanks Primary school is part of the Severn Federation Academy Trust, and, as such, follows the Trust Equality Statement and Objectives:

## 1. Severn Federation Academy Trust Equality Statement

The Severn Federation Academy Trust's vision is to be creative schools learning together in inclusive, inspiring and nurturing Christian communities where all children and adults are loved and achieve their best.

We want to reduce disadvantages, discrimination and inequalities of opportunity, and celebrate diversity in terms of our pupils, our workforce and the community in which we work.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our Trust as individuals, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity, according to their needs, with an awareness of our diverse society and appreciating the value of difference.

Bias exists, we are all affected, but the power imbalance has a disproportionate impact on underrepresented groups. At the Severn Federation Academy Trust, we seek to become more knowledgeable about bias and how it impacts our organisation and to take action to measure its impact and to keep looking for signs of bias.

We believe that through the promotion of social mobility and equity of access to cultural capital, that we will ensure social background is not a barrier to high achievement.

We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of all forms of prejudice and discrimination.

## 2. Severn Federation Academy Trust Aims

The Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Please follow the link to see the Severn Federation Academy Trust Equality & Diversity Policy [www.sfat.uk/policies](http://www.sfat.uk/policies)

Each academy within our family of schools has their own equality objectives, dependent on their current demographic and annual review.



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### 3. Severn Federation Academy Trust Equality Objectives

As a whole Trust we aim to:

#### **Objective 1**

Ensure public sector equality duty informs all policy, reviews, decision making and improves the lived experience of our staff and pupils.

#### **Objective 2**

Celebrate the range of faiths, beliefs, and cultural backgrounds both within and beyond the Trust, promoting mutual understanding, tolerance, and respect.

#### **Objective 3**

Ensure that the curriculum taught across the Trust reflects the diversity of modern Britain and gives due consideration to historical and cultural learning.

#### **Objective 4**

Become more knowledgeable about bias and how it impacts our organisation.

#### **Objective 5**

To better understand the diversity of our workforce and how representative it is of the communities we serve.

### 4. Severnbanks School Equality Objectives

#### **Objective 1: Promotion of Equality, Diversity and Inclusion**

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

#### **Objective 2: Pupil Attainment/Disadvantage**

To raise levels of attainment in core subjects for vulnerable learners.

#### **Objective 3: Pupil and Parent Engagement**

To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

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**This statement is available on the school website: [Severnbanks Primary School - Policies](#)**

*Paper copies are available on request from the School Office*