

Equality Objectives Autumn 2023 – Autumn 2025

Objective	Action
<p>Staff and students to have a greater understanding of emotional literacy.</p>	<p>Staff Equality Steering Group to collectively read the book by Matt Pinkett; 'Boys do Cry' and devise materials to be delivered to years 9 and 10 students during form time.</p> <p>Years 9 and 10 students to receive an assembly by Matt Pinkett.</p> <p>All staff to receive training by Matt Pinkett on emotional literacy and how to embed this within the curriculum.</p>
<p>Staff should develop a deeper comprehension of how various factors intersect and affect students, recognising the significant impact these intersections can have on them.</p>	<p>Creation and maintenance of the vulnerable learners document accessible to all staff.</p> <p>Training on how this document can be used effectively to inform teaching.</p> <p>Regular updates to be provided on having a trauma informed approach to teaching and the specific challenges students are facing.</p>
<p>Staff to feel empowered and supported on matters relating to the menopause.</p>	<p>Menopause guidance policy to be created in collaboration with the Senior Leadership Team and the Staff Equality Steering Group and shared with all staff.</p> <p>Training to be provided which details an explanation of the menopause, possible experiences and suggestions on how best to support colleagues.</p>