



Helping people living in extraordinary circumstances to live ordinary lives

Kingsley Learning Foundation Trust

Equality Objectives

r

Chair Signature: *Debbie Withers*

Approved by: **Directors**

Ratified at Governors: **16.10.25**

Review Cycle: **1 Year**

Educational Objectives	Actions	Leads
Equality: To ensure pupils have equality of opportunity and receive a curriculum that is highly personalised, accessible, and differentiated to meet their individual learning styles, needs, and aspirations	Provision of education paths to ensure every pupil can achieve their potential, based on their own and their families wishes for their future	Education Development Officer (EDO)
	Focus on the attainment and attendance of EAL and pupil premium pupils	Chief Executive Officer (CEO)
	Provision of appropriate adaptations, resources, and assistive technologies.	Head teachers
To enhance the personalisation and accessibility of the curriculum for students with profound and multiple learning difficulties (PMLD)	To consistently implement a sensory-rich learning environment	Head teachers
	To provide appropriate communication strategies for all pupils in all academies	Head Teachers
Promoting Diversity & Inclusion: To ensure all curriculums are broad and balanced, and reflect the importance of equalities and inclusivity	To embed opportunities within the curriculum for learning about and appreciating diversity in all its forms (e.g., cultural, religious, gender, disability). This fosters an inclusive environment and prepares pupils for a diverse society.	CEO
To ensure the curriculum effectively promotes the development of essential life skills, independence, and readiness for adulthood, tailored to each pupil's potential, thereby reducing future disadvantages.	Progress tracking against individual independence and life skills targets (PNT's)	CEO, Board
	Post-16 destination data and feedback from pupils and families on their preparedness for future stages.	EDO, Standards committee
	Set a time for teaching of PHSE in both primary and secondary	HT's
Operational objectives		
To ensure staff and potential staff have equality of opportunity	To ensure the HR processes support staff with disabilities and provide CPD that equips staff with the skills to identify and challenge discriminatory practices, unconscious bias, and stereotypes, fostering a truly inclusive school culture.	EDO. EFO
	Provision of apprenticeship strategy for staff, increase of the CPD offering.	EDO
	Review of staff wide terms and conditions to ensure they are inclusive.	CEO

For staff to model and use inclusive and gender neutral language	Sourcing and provision of training course on the use of gender neutral language and provision of training courses for staff to learn how to confidently combat derogatory language and actions in others	CEO, EDO
	Ensuring trust communications are written in gender neutral language	Policy working group, Governance professional, HT SLG
Academies and offices to be made as accessible as is possible	To identify the least accessible buildings and understand the impact on the community	EFO, Business managers
	Ensure any office moves consider accessibility before completion	EFO, Business managers