

### Ashmole Academy Equality Objectives 2025-2029

Objective	What we aim to do	How we will know it is working
1. Aim to adopt an inclusive curriculum and culture	Ensure students see themselves reflected in the curriculum, assemblies, displays and wider school life	Curriculum audits show a diverse content. Student voice reflects strong identity and belonging.
2. Monitor and Improve Equity in Student Outcomes	Monitor the progress of different student groups (e.g. SEND, ethnicity, gender, LAC) and ensure timely, effective support is in place	Achievement data will be analysed regularly to identify trends. Targeted interventions will be implemented and reviewed. Staff to be informed, trained, and engaged in promoting equity.
3. Equip staff with inclusive practice strategies	Train all staff and governors in inclusive practice, and how to support all learners.	Inclusive teaching is evident in lesson observations. - Staff and student surveys indicate a strong understanding of equality and inclusion.
4. Improve Access and Representation	Make the site, school materials, and staff structures inclusive and representative of our community.	Accessibility features are reviewed and improved annually. - Recruitment and representation data shows progress towards greater diversity.
5. Strengthen Pupil Voice and Leadership	Ensure student leadership and equalities groups actively contribute to school life	Student led initiatives take place regularly. Student feedback indicates high levels of engagement and representation.