



*The*  
**COUNTY**  
**HIGH SCHOOL**  
*Leftwich*

Achieving Excellence

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**Document Control Sheet**

Document Type	Policy
Document Name	Equality Objectives 2023-27
Originator	Laura Kane
Approved by	Full Local Governing Body
Review interval	Biennial
Date of last review	March 2024
Date of next review	March 2026
This document is part of the group which include	The Sir John Brunner Foundation Equality and Diversity Policy, Education for Life Policy, Additional and Special Educational Needs and Disabilities Policy
Equality Act 2010 fully considered	Yes
EIA Form Completed	Yes

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## **Equality Objectives 2023-27**

### **1. Guiding Principles**

The Sir John Brunner Foundation believes that it is the responsibility of all colleagues, wherever possible, to advance and promote equality of opportunity. The Foundation's values of excellence belonging and partnership can only be fully achieved in an inclusive environment that allows colleagues and students to feel supported whilst reaching their full potential. The equality objectives have been developed to reflect the Foundation's values and cultural principles that are in line with British values. Academies will need to review progress against their contribution to the objectives on an annual basis.

### **2. Equality Objectives 2023-27**

- 2.1. Ensure consistently high number of students, regardless of background, achieve excellent results and reach their full potential by understanding and addressing any barriers. Ensure staff, regardless of protected characteristics, achieve excellence and reach their full potential by identifying and addressing barriers
- 2.2. To provide opportunities for students to contribute to the community of CHSL and wider Foundation. To develop/enhance a MAT-wide approach for monitoring equal opportunities during recruitment and career.
- 2.3. To ensure the culture and ethos of The Sir John Brunner Foundation is fully embedded across CHSL.
- 2.4. To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing character, imagination and creative opportunities for all students.

### **3. Equality Outcomes 2023-27**

- 3.1 Trend of reducing achievement gaps between groups of students who share protected characteristics and those who do not. Excellent results for teachers and students. Individuals' experiences are improved whilst a student or employee of the Foundation. Resulting in low/zero complaints relating to bullying/harassment/protected characteristics.
- 3.2 Maximise opportunities for students to engage with extracurricular activities / special interest groups and celebrating diversity. Implement fully centralised HR systems to enable effective analysis of HR data across the trust, to inform future EDI strategies.
- 3.3 Effective induction/training programmes for new starters, joining academies, Trustees and Governors. With all leaders modelling the Foundations values in all they do. Maximise cross Foundation working groups/projects, to facilitate greater sharing of best practice.