

Equality Objectives 2026-2029

Equality Objective 1: Equitable Access to Enrichment Opportunities

Objective 1	To ensure that all pupils, including disadvantaged pupils, pupils with SEND, Looked After Children and Previously Looked After Children, have equitable access to high-quality enrichment opportunities.
Rationale for Objective 1	Research demonstrates that participation in enrichment activities positively impacts attendance, wellbeing, confidence, aspirations and academic outcomes. The DfE Enrichment Framework highlights the importance of ensuring all children can access a broad range of experiences regardless of background or barriers to participation. As a Federation committed to inclusion, we recognise that some pupils face financial, social, emotional or physical barriers to accessing clubs, educational visits, cultural experiences and leadership opportunities. This objective supports the Equality Act 2010 by advancing equality of opportunity for vulnerable and disadvantaged pupils.
Success Criteria	Participation data shows all pupils access at least one enrichment activity annually. Participation rates for disadvantaged pupils, pupils with SEND and LAC/PLAC pupils are broadly in line with their peers. Pupil voice demonstrates increased engagement and enjoyment of enrichment opportunities. Attendance at clubs and wider curriculum activities increases across the Federation. Pupils report increased confidence, resilience and aspirations.
Governor Involvement	The Equality Governor will monitor participation rates and outcomes for vulnerable groups termly and report findings to Governors through the Standards and Curriculum Committee. Governors will review enrichment participation data and challenge leaders where gaps remain.
Monitoring and Evaluation Methods	Termly enrichment participation audits. Pupil voice surveys. Attendance data. SEND, PP and LAC participation tracking. Learning walks and enrichment monitoring reports.
Reporting Progress	School Improvement Plan. Headteacher Reports to Governors. Link Governor Visits. Federation Enrichment Reports.

Actions	Timelines	Staff Responsible	Resources – Time / CPD	Resources – Financial
Complete annual enrichment audit identifying participation gaps.	Autumn Term	Headteacher / Enrichment Lead	Staff meeting time	None
Develop a Federation Enrichment Entitlement for all pupils.	Autumn Term	Executive Headteacher / SLT	Planning time	None
Use PP, PP+ and SEND funding to remove financial barriers.	Ongoing	Headteachers / SENDCo	Budget planning meetings	Existing budgets
Increase access to clubs, leadership opportunities and educational visits for vulnerable pupils.	Ongoing	Class Teachers / Enrichment Lead	Staffing time	£2,000
Monitor participation data termly and target underrepresented groups.	Termly	SLT	Data analysis time	None
Celebrate enrichment achievements through assemblies, newsletters and social media.	Ongoing	All Staff	Assembly time	None

Impact Statement

By successfully completing this objective, The Park Schools Federation will ensure that all pupils, regardless of their needs, background or circumstances, can access enriching experiences that broaden horizons and improve life chances. Pupils will develop greater confidence, resilience, social skills and aspirations while feeling valued and included within the school community.

Equality Objective 2: Increasing Cultural Capital and Aspirations

Objective 2	To increase access to cultural capital, aspiration-building and careers-related experiences for pupils from disadvantaged and underrepresented groups.
Rationale for Objective 2	The DfE Enrichment Framework identifies cultural experiences, personal development and exposure to future opportunities as key aspects of a high-quality education. Some pupils within our community may have limited opportunities to access experiences beyond their immediate environment. As a Federation we are committed to ensuring that all pupils develop an understanding of the wider world, gain exposure to diverse experiences and develop ambition for their future education and employment pathways.
Success Criteria	Every year group participates in at least one significant cultural experience annually. Pupils demonstrate increased awareness of future careers and opportunities through pupil voice activities. Increased participation in leadership and community-based projects. Curriculum planning demonstrates clear links to cultural capital. Positive parental and pupil feedback regarding enrichment experiences.
Governor Involvement	The Equality Governor will review cultural enrichment opportunities and monitor participation of disadvantaged and vulnerable groups. Governors will receive annual impact reports and pupil voice feedback.
Monitoring and Evaluation Methods	Curriculum reviews. Pupil voice surveys. Enrichment audits. Learning walks. Curriculum monitoring. School Council feedback.
Reporting Progress	School Improvement Plan. Headteacher Reports to Governors. Curriculum Reports. Link Governor Visits.

Actions	Timelines	Staff Responsible	Resources – Time / CPD	Resources – Financial
Develop a Federation-wide Enrichment Map.	Autumn Term	Curriculum Lead	Curriculum development time	None
Organise visits, visitors and workshops representing a diverse range of professions, cultures and life experiences.	Ongoing	Curriculum Lead / Subject Leaders	Planning time	£2,500
Develop links with local businesses, colleges and community organisations.	Ongoing	SLT	Meeting time	None
Ensure curriculum content reflects diverse communities and role models.	Ongoing	Subject Leaders	Curriculum review time	None
Increase pupil leadership opportunities through ambassadors, council roles and community projects.	Ongoing	Class Teachers / SLT	Staff time	£500
Evaluate impact through pupil voice, enrichment tracking and parent feedback.	Termly	SLT	Monitoring time	None

Impact Statement

By successfully completing this objective, pupils across The Park Schools Federation will develop broader aspirations, increased cultural awareness and a stronger understanding of future possibilities. Pupils will be better prepared for the next stage of their education and for life in modern Britain. The Federation will continue to promote equality of opportunity and ensure that all children are equipped with the knowledge, experiences and confidence needed to succeed.