

Equality Objectives 2026–2029

1. Introduction

This document sets out Carshalton High School for Girls' equality objectives for the period 2026–2029, developed in accordance with the Equality Act 2010 and the Girls Learning Trust's overall Public Sector Equality Duty (PSED). Our objectives reflect the three core aims of the duty:

- Eliminate unlawful discrimination, harassment, and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These objectives align with the Girls' Learning Trust's overarching Equality, Diversity and Inclusion (EDI) priorities and are embedded in our school's vision, improvement planning, and curriculum design.

2. How the Objectives Were Developed

These objectives were developed in November 2025, having reviewed and analysed the following:

- School data on achievement, progress, participation, attendance, wellbeing and representation.
- The views of students, staff, leaders, governors, parents and carers, including the Enduro survey results.
- Alignment with the Trust's Public Sector Equality Duty Statement 2025-2029
- The school's Accessibility Plan
- The school's stated priorities set out in the 2025 School Development Plan
- Ofsted, DfE and local authority guidance

3. Monitoring and Review

Progress against these objectives will be reviewed annually by the Local Governing Body (LGB) and Headteacher. A summary of progress will be published on the school website and shared with the Trust. Objectives may be updated as needed to reflect new data, feedback, or guidance.

4. Equality Objectives 2026–2029

Objective	Linked PSED Aim(s)	Rationale / Evidence	Actions and Measures	Lead Responsibility	Timescale / Review
Having attained the RACE Charter Mark (silver award), to implement the action plan.	All	Champion race equality and prioritise an inclusive culture across Carshalton Girls.	Implement and continually review our RACE Action Plan.	Headteacher & Assistant Headteacher (EDI) / all SLT	Ongoing review
Increase participation and representation of underrepresented groups in leadership, enrichment, and student voice activities, with a particular focus on White British Pupil Premium and SEND K students.	Advancing an Education Mission Grounded in Equity, Diversity and Inclusion	Sustained increased in levels of representation of this group.	Review representation rates in target groups and monitor termly progress.	Headteacher / Assistant Headteacher (Student Experience)	Annual review
Ensure curriculum content reflects diverse voices, experiences, and perspectives, ensuring that our students see themselves reflected in what they learn.	Advancing an Education Mission Grounded in Equity, Diversity and Inclusion	Curriculum design in all subjects to increasingly integrate diverse voices that reflect the specific school context.	Use cycles of curriculum review to audit and diversify content.	Headteacher / Deputy Headteacher Q of E / Assistant Headteacher (EDI)	Annual review
Embed effective use of Equality Impact Assessments in cycles of policy review.	Measuring, monitoring and embedding EDI across the Trust	All policies, practices, events and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation.	Introduce and enact EIAs for all policy updates.	Headteacher / Headteacher's PA / all SLT	Annual review