



*‘Through God’s Love We Learn and
Flourish Together’*

Corinthians 16:14

Compassion, Courage, Perseverance, Respect, Thankfulness, Trust

SCHOOL EQUALITY OBJECTIVES

Policy Lead Committee:	Local Academy Committee	In consultation with:	Senior Leadership Team
Approved by:	 K. Rolph, Chair of Committee	Date:	24th November 2025
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English Bicknor & Aylburton Church of England schools are part of the Severn Federation Academy Trust, and, as such, follows the Trust Equality Statement and Objectives:

1. Severn Federation Academy Trust Equality Statement

The Severn Federation Academy Trust's vision is to be creative schools learning together in inclusive, inspiring and nurturing Christian communities where all children and adults are loved and achieve their best.

We want to reduce disadvantages, discrimination and inequalities of opportunity, and celebrate diversity in terms of our pupils, our workforce and the community in which we work.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our Trust as individuals, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity, according to their needs, with an awareness of our diverse society and appreciating the value of difference.

Bias exists, we are all affected, but the power imbalance has a disproportionate impact on underrepresented groups. At the Severn Federation Academy Trust, we seek to become more knowledgeable about bias and how it impacts our organisation and to take action to measure its impact and to keep looking for signs of bias.

We believe that through the promotion of social mobility and equity of access to cultural capital, that we will ensure social background is not a barrier to high achievement.

We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of all forms of prejudice and discrimination.

2. Severn Federation Academy Trust Aims

The Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Please follow the link to see the Severn Federation Academy Trust Equality & Diversity Policy www.sfat.uk/policies

Each academy within our family of schools has their own equality objectives, dependent on their current demographic and annual review.

3. Severn Federation Academy Trust Equality Objectives

As a whole Trust we aim to:

Objective 1

Ensure public sector equality duty informs all policy, reviews, decision making and improves the lived experience of our staff and pupils.

Objective 2

Celebrate the range of faiths, beliefs, and cultural backgrounds both within and beyond the Trust, promoting mutual understanding, tolerance, and respect.

Objective 3

Ensure that the curriculum taught across the Trust reflects the diversity of modern Britain and gives due consideration to historical and cultural learning.

Objective 4

Become more knowledgeable about bias and how it impacts our organisation.

Objective 5

To better understand the diversity of our workforce and how representative it is of the communities we serve.

4. English Bicknor & Aylburton Schools Equality Objectives

Objective 1: Ensure diversity and representation in our curriculum

Our curriculum will ensure pupils are aware of the contributions made by people of all backgrounds, genders and ethnicities and that all pupils may have relatable role models. Examples will be shared when these targets are reviewed in 2026.

Objective 2: Celebrate diversity

Mark at least two festivals a year from other faiths/beliefs in Collective Worship or in a multi-faith celebration day or week to promote mutual understanding, tolerance and respect.

Objective 3: Ensure Inclusion

50% of Local Academy Committee members will complete training in issues relating to diversity, equality, inclusion and unconscious bias.

This statement is available on the school's websites:

[Policies | English Bicknor C of E Primary School](#)

www.aylburtoncofe.co.uk/policies

Paper copies are available on request from the School Office