

Equality Objectives and Equality Information

The St Christopher School (2026–2030)

Published in accordance with the Public Sector Equality Duty (Equality Act 2010, s.149) and aligned with SEN Trust Southend's trust-wide Equality & Diversity commitments.

1. Introduction

This document sets out The St Christopher School's Equality Objectives for 2026–2030, together with the Equality Information published to demonstrate due regard to the Public Sector Equality Duty (PSED).

As a specialist school where all pupils have Education, Health and Care Plans (EHCPs), our objectives focus on equitable access, communication, participation, wellbeing, and inclusion — reflecting the particular needs of our pupil population rather than a generic mainstream framework.

Equality objectives are reviewed at least every four years. **Equality information** (Section 3, below) is reviewed and republished at least annually, in line with PSED requirements.

2. Equality Objectives 2026–2030

Trust-Wide Objective 1: Improve Equity of Access to Learning for All Pupils

School-level objective: Ensure that curriculum adaptations and access arrangements reflect the full range of communication, sensory, and cognitive needs represented across our EHCP cohort, with progress against individual outcomes reviewed at each EHCP annual review

Measures/evidence: EHCP outcome tracking; pupil engagement/progress data; curriculum adaptation records. **Lead:** [Paul Shuttleworth— Deputy Head, Curriculum] **Review cycle:** Annual

Trust-Wide Objective 2: Reduce Inequalities in Participation, Inclusion and Wellbeing

School-level objective: Increase participation in enrichment, community, and off-site learning opportunities for pupils with the most complex needs, identifying and removing specific barriers to access.

Measures/evidence: Participation logs by activity type; attendance data; parent/carer feedback. **Lead:** Paul Shuttleworth - Deputy Headteacher
Review cycle: Annual

Trust-Wide Objective 3: Encourage Diversity, Inclusion and Representation Across the Workforce

School-level objective: Ensure recruitment, CPD, and reasonable adjustments processes support a diverse workforce and enable staff with protected characteristics to thrive and progress.

Measures/evidence: Workforce diversity data; CPD participation logs; reasonable adjustments requests and outcomes. **Lead:** Elspeth Kirk Headteacher **Review cycle:** Annual

Trust-Wide Objective 4: Improve Outcomes and Reduce Inequalities for Pupils with Protected Characteristics

School-level objective: Monitor behaviour, curriculum access, and outcomes data by protected characteristic to identify and address any emerging inequalities within our EHCP cohort.

Measures/evidence: Behaviour analysis by characteristic; curriculum access audits; outcomes data. **Lead:** Dashiell Allum Deputy Headteacher **Review cycle:** Annual

Optional Objective 5: Promote a Culture of Respect, Belonging and Anti-Discrimination

School-level objective: Strengthen pupil voice and representation in how the school addresses bullying, identity, and belonging, adapted to pupils' communication needs.

Measures/evidence: Pupil/parent surveys (in accessible formats); incident logs; pupil voice records. **Lead:** Tracy Coster – Assistant Headteacher **Review cycle:** Annual

3. Equality Information

To demonstrate due regard to the PSED, the school publishes the following equality information:

Pupil profile:

- 264 pupils aged 4-19.
- All students have an EHCP

- All students have a diagnosis of Autism
- Majority of students have significant speech and language needs

Workforce profile:

- Staffing across the school includes **34 FTE teachers, 102 Learning Support Assistants (LSAs), 4 FTE leadership staff, 6 FTE administration staff, and 3 premises staff**. In addition, the school employs **1.5 FTE Speech and Language Therapists (SaLT)**.
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4. Monitoring and Reporting

Progress against these objectives will be reviewed annually by the Headteacher and reported to the Local Governing Body. Objectives will be published on the school website and reviewed in full at least every four years, or sooner if legislation, guidance, or the needs of our pupil population change materially.

Equality information (Section 3) will be reviewed and republished at least annually.