



Equality Objectives and Public Sector Equality Duty Report Year 1 Annual Impact Report



Our Mission

Providing a formidable education, within the classroom and beyond, to inspire the next generation of global citizens.

Our Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.

KICKSTART ACADEMY

During the first year of Kickstart Academy's four-year Equality Objectives and Public Sector Equality Duty plan, significant progress has been made in laying strong foundations for sustainable and meaningful change. Our work has focused on promoting equality, fostering inclusion, and ensuring safe and equitable environments for all pupils, staff, and stakeholders.

This report outlines the progress made against our three key objectives and highlights the impact of actions taken during Year 1.

Objective 1: Promoting Equality in Access, Success, Progression, and Outcomes for Pupils with Protected Characteristics

In Year 1, Kickstart Academy established a comprehensive baseline of pupil data, including progress, attainment, behaviour, exclusions, attendance, and destinations, all analysed by protected characteristics. This has enabled us to identify gaps and trends and will inform targeted interventions moving forward.

A full curriculum audit was undertaken to evaluate representation, diversity, and inclusivity across subjects. This has already begun to inform curriculum redesign to ensure that learning reflects diverse perspectives and promotes belonging for all pupils.

The strengthening of the **Kickstart “11 by 11” Enrichment Programme** has increased participation in extracurricular activities, particularly for disadvantaged pupils and those from underrepresented groups. This has begun to improve engagement, confidence, and cultural capital.

Inclusive pastoral provision has been strengthened, with clearer identification of pupil needs and the development of targeted support plans. Staff have worked to ensure that vulnerable and protected groups receive appropriate intervention and advocacy.

Objective 2: Building an Inclusive Workplace that Attracts Diverse Talent and Fosters Respect

Kickstart Academy has reviewed and updated its recruitment practices to promote inclusivity. This includes the use of inclusive language in job advertisements and improved information about the school to attract a diverse talent and communicate respect.

Senior leaders have engaged in professional development focused on inclusive leadership, with a focus on tackling unconscious bias, promoting equity, and fostering psychologically safe teams.

The academy has begun to create opportunities for staff voice through structured feedback systems and informal networks, supporting open dialogue and collaboration across roles.

Work has also begun to review staff development pathways to ensure equal access to progression opportunities, particularly for underrepresented groups.

Objective 3: Nurturing Safe, Open, and Equitable Working and Learning Environments

Clear expectations around behaviour, respect, and language have been reinforced across the academy. Staff and pupils have been supported to understand and uphold these expectations through lessons, CPD, and daily practice.

Restorative approaches have been embedded to strengthen relationships and resolve conflict constructively. Early impact indicates improved communication and a decrease in repeated incidents and suspensions.

Reporting mechanisms for safeguarding, discrimination, and equality concerns have been reviewed and strengthened. As a result, there is increasing confidence among staff and pupils in raising concerns and knowing they will be addressed effectively.

Staff training has been delivered on recognising and challenging discrimination, including microaggressions. This has improved awareness and confidence in addressing issues promptly and appropriately.

Summary

Year 1 at Kickstart Academy has successfully established strong foundations for continued improvement in equality, diversity, and inclusion. Key achievements include:

- Development of robust baseline data
- Inclusive curriculum review and early redesign
- Increased participation in enrichment opportunities
- Improved recruitment practices
- Leadership development in inclusion
- Strengthened behaviour expectations and reporting systems

Next Steps (Year 2 Priorities)

- Strengthen targeted interventions to close identified attainment and attendance gaps
- Embed inclusive curriculum changes across all subjects
- Expand enrichment participation across all year groups
- Strengthen staff diversity monitoring and development pathways
- Further develop pupil voice in equality-related decision making
- Continue staff training with a focus on embedding inclusive practice in all areas

