

- 1. To ensure all pupils achieve to the best of their ability – with a particular focus on deprivation issues (free school meals and pupil premium).**
 - a. To identify any groups where underachievement is evident and take appropriate steps to address deprivation-related underachievement.
 - b. To identify the steps being taken to close any gaps between most able and least able children who are also disadvantaged.

- 2. To support all colleagues within The Golden Thread Alliance in their own personal well-being and professional development – with a particular focus on ensuring equality of opportunity when looking at gender and ethnicity.**
 - a. To analyse CPD data, focusing on accessibility of opportunity in relation to gender and ethnicity.
 - b. To examine gender and ethnicity profiles when focusing on internal promotion.

- 3. To develop The Golden Thread Alliance in order to be successful, sustainable and secure – by focusing on equality within recruitment.**
 - a. To produce equality promoting literature to be used in all recruitment opportunities.
 - b. To develop a recruitment policy which places equality as a priority.

- 4. To improve the experience of pupils and families from key protected groups through the implementation of The Golden Thread Alliance Pledges.**
 - a. A focus from Trustees on the whole school experience as well as the outcomes of our Pledge groups.
 - b. Targeted CPD opportunities for the whole Golden Thread team, specifically related to the Pledges.

- 5. To develop comprehensive, outstanding SEND provision across The Golden Thread Alliance.**
 - a. Development of a strategic plan for increasing SRP (specialist recourse provision) units and places across each school in The Golden Thread Alliance.