



TDMS

EQUALITY OBJECTIVES 2025-2026

DATE POLICY WAS APPROVED	18.12.2025
DATE POLICY WILL BE REVIEWED	Autumn 2026
MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW	Assistant Headteacher



Key Definitions

All policies incorporate the following schools or organisations, unless specified otherwise, within Four Stones Gateway Trust ('the Trust'):

- Clee Hill Community Academy
- Cleobury Mortimer Primary School
- Haybridge High School and Sixth Form
- Haybridge Teaching School Hub
- Haybridge SCITT
- King Charles I School
- Lacon Childe School
- SHaW (Shropshire, Herefordshire, and Wolverhampton) Maths Hub
- Stottesdon CofE Primary School
- TDMS (The De Montfort School)
- Any other schools or organisations that may join the Trust from time to time and not listed above.

This document is for TDMS

The terms Academy, School, Organisation and Trust are considered interchangeable in the context of all Trust policies.

Where appropriate, in this Policy the term:

“CEO” includes the Chief Executive Officer

“CFOO” includes the Chief Financial Officer

“Trust Senior Leadership Team” includes Executive Headteachers, Headteachers, strategic operational leads and Teaching School/SCITT Directors.

“Headteacher” includes the appropriate School Headteacher.

“Trustees or Trust Board” are appointed Trustees who oversee the business of Four Stones Gateway Trust, agreeing the overarching strategic direction and ensuring robust governance.

“Local Academy Boards (LAB)” are appointed Governors at a local level associated with the Trust's Worcestershire Schools. LAB Governors act as advocates for their school's Safeguarding, SEND, Standards and Stakeholder engagement.

“Local Governing Bodies (LGB)” are appointed Governors at a local level associated with the Trust's Shropshire Schools. LGB Governors are advocates for their school's Safeguarding, SEND, Standards and Stakeholder engagement.

“Chair” responsible for leading the board and ensuring its effectiveness.

“Stakeholders” are any individuals or companies who are invested in the welfare and success of the Trust and/or School and its students, including staff members, students, parents, community members, LAB, LGB or Trust members, trade unions, local business leaders etc.

Objectives for the Year

These objectives will be reviewed in September 2026.

Years 6, 7, 8, 9, 10 and 11

1. Improve the attainment of female students in Maths in Year 6 so that their attainment is in line with female students.
2. Improve the attainment and achievement of the students eligible for the pupil premium at both KS2 and KS4 so that the gap between pupil premium students and non-pupil premium students is substantially narrowed.
3. Improve the attainment of female students at KS4 so that their attainment is in line with male students.
4. Improve the attainment of SEND students at KS4 so that their attainment is in line with non-SEND students.
5. Improve the attendance of the students eligible for the pupil premium so that their attendance is in line with non-PP students.

Years 12 and 13

6. Improve the attainment of EAL students at Level 3 for both A level and Applied subjects so that their attainment is in line with non-EAL students.