

Trust Wide Equality Objectives



OBJECTIVE

To ensure all pupils have equality of opportunity and access to the highest standards of education and care.

(To continue to narrow the gap between vulnerable groups, including,
those eligible for pupil premium and those that are not)

ACTIONS

Provision of bespoke education pathways to ensure very pupil can achieve their potential

LEADS

Headteachers
Director of Education

REPORTING

Headteacher Reports
Director of Education Reports
Peer reviews
Local Governors Committee
Ofsted reports

ACTIONS

Continued development of the PSHE curriculum offer, including supporting protected characteristics and through exposure to visitors etc.

LEADS

Headteachers
Director of Education
PSHE Leads

REPORTING

Headteacher Reports
Director of Education Reports
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Local Governors Committee
Ofsted reports

ACTIONS

Sharing of success stories from previous pupils and staff and encourage pupils

LEADS

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REPORTING

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OBJECTIVE

To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities

ACTION

Review the extent to which curriculums used across the Trust actively promotes SMSC aspects of learning.

LEADS

Headteachers Director of Education

REPORTING

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ACTION

Review opportunities across the trust for enrichment and extra curriculum activities, including holiday (HAF) clubs again.

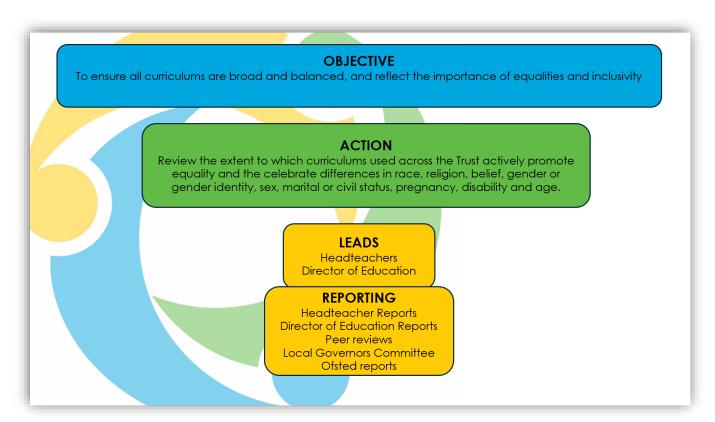
LEADS

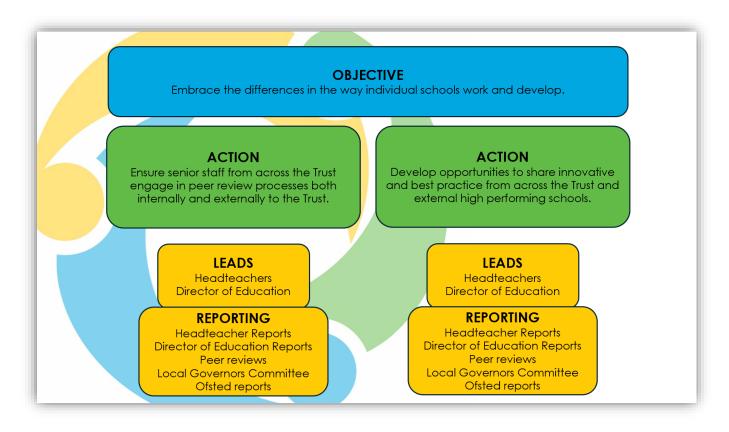
Headteachers Director of Education PSHE Leads

REPORTING

Headteacher Reports
Director of Education Reports









OBJECTIVE

To ensure staff and potential staff have equality of opportunity

ACTIONS

Keep all staffing related policies under review and assess their impact on equality of opportunity

ACTIONS

Undertake an analysis of the breadth of diversity in staffing across the Trust and assess the extent to which staff teams reflect the communities they serve

ACTIONS

Review strategies used to encourage and promote applications from people with diverse backgrounds and characteristics

LEADS

Headteachers
Director of Education
Human Resources

LEADS

Human Resources

LEADS

Headteachers
Director of Education
Human Resources

REPORTING

Headteacher Reports
Director of Education Reports
Peer reviews
Local Governors Committee
Ofsted reports

REPORTING

HR Reports

REPORTING

HR Reports

OBJECTIVE

To ensure all staff feel they are treated fairly

ACTION

Review responses from the Staff Well-Being survey and develop both policy and practice to eliminate and mitigate against equality related issues cited

LEADS

Headteachers Director of Education Professional Coach Human Resources

REPORTING

Headteacher Reports
Director of Education Reports
Professional Coach Reports
HR Reports
Local Governors Committee
Ofsted reports



