

## Trust Equality objectives 2024-28

- 1. To strengthen the use of internal data to enhance our equality monitoring and identify any actions required to ensure fair employment policies and practices**
  - a. Making use of available data from recruitment monitoring forms to inform future recruitment strategies
  - b. Using information available to us on our Management Information System (SIMS) about our staff and student profile in terms of the protected characteristics
  - c. Introducing an internal equality monitoring questionnaire for staff
- 2. To promote students' Social, Moral, Spiritual and Cultural (SMSC) and Personal Development (PD), including their knowledge, understanding and tolerance of those who are different from them, to help foster good relations and eliminate discrimination and bullying in relation to the protected characteristics**
  - a. Having clear and consistent behaviour systems across all schools to deal with instances of bullying or harassment
  - b. Ensuring that the values and principles underpinning our Behaviour approaches incorporate these aims
  - c. Enhancing SMSC, PD and equality provision and understanding through our curriculum delivery
- 3. To ensure that ALL students have access to high quality education and that the gaps in achievement between students in vulnerable groups (particularly students with SEND and disadvantaged students) continue to narrow**
  - a. Ensure that the learning needs of all students are met through an inclusive, personalised curriculum and effective staff professional learning programme which focus on the development of evidence informed practice.
  - b. Ensure effective QA processes are in place which verify that staff know their students, respect their individual needs and know how to remove barriers to learning.
  - c. Further enhance the transition process with primary schools in terms of early information gathering about students identified as having additional needs.
- 4. To ensure that our core systems, structures, policies and practices foster the emergence of a vibrant, accepting, cohesive and safe Trust community which celebrates kindness and actively promotes respect, equality and diversity**
  - a. Ensure this key strategic goal sits within the remit of a senior leader at each school
  - b. Update our Trust and school systems, structures, policies & procedures to reflect the threads of Equality, Diversity and Inclusion (EDI) to ensure that this ethos is embedded into key documents and statements.
  - c. Analyse the information available to us on our Management Information System (SIMS) about the profile of our staff and student bodies as regards the protected characteristics to ensure we understand the groups which comprise our community and identify appropriate and thoughtful ways of engaging with them to ensure they are appropriately and effectively supported and represented