

Equality Objectives

Objective 1

Better outcomes for more children in our local area. We are committed to improving the attendance and outcomes for SEND and Pupil Premium children across the Trust to close the gaps in achievement.

Why we chose this objective: to ensure that all pupils who attend our trust schools, especially those who face additional barriers, such as poverty, SEND and family challenges achieve at least as well as other non-disadvantaged pupils nationally.

Progress against Objective 1: Attendance has been a key focus across the Trust this academic year, with a key focus on improving attendance for our PP and SEND pupils. We have seen our attendance strategy work across all of our Trust in improved attendance for our most vulnerable pupils groups, with both of our schools being inline with national average.

Objective 2

Creating young people who can increasingly change society, including their community, for the better. To achieve inclusivity and cohesion between all pupil groups, through education, understanding and celebration of different cultures, religions, sexualities and ethnicities.

Why we chose this objective: to support our pupils to become active citizens - Trust strategic

Progress against Objective 2: Across the Trust we have held a number of workshops celebrating different cultures including Chinese Dragon Dance and celebrating Holi festival within our schools.

Through our extensive Forest School provisions we promote the importance of our natural world and what we can do to be environmentally responsible in the face of climate change.

Objective 3

To promote equality, diversity and inclusion actions across our staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and equality of opportunity for promotion and progression opportunities across the Trust.

Why we chose this objective: to become the employer of choice in our region where our policies and processes support all staff to have equal opportunities within the Trust.

Progress against Objective 3

The Trust has created a comprehensive suite of family friendly and flexible working policies introduced this year. Flexible working was promoted as part of our Trust strategic development planning for September 2023, with new flexible working pilots being rolled out in some Trust schools for all staff. We have seen an increase in more female leaders appointed into roles across the Trust this academic year and our proportion of female leaders to male leaders across our schools sees a higher percentage of women in leadership positions than men.

The Trust has also published our gender pay report in line with our reporting duty.

Objective 4

To promote equality & diversity through our recruitment processes, where our recruitment, selection and assessment process will be based entirely on skills and competencies and ability to meet the Trusts values. Appointments will be transparent and based entirely on merit to ensure we are not discriminating against protected characteristics through conscious or unconscious bias.

Why we chose this objective: To ensure that we are recruiting the best talent into the Trust based on their skills, experience and contribution to the Trusts vision and values. As a trust, we have robust recruitment procedures in place that support this objective, including advertising roles internally and externally and enhanced recruitment processes that enable effective selection of candidates based on their skills. This year it has included panel interviews for senior staff appointments, pupil groups and in-tray exercises to best select candidates for their skill sets. For key senior roles within the Trust, such as head of School or executive leadership appointment, our panel will usually include a Trustee to ensure that a fair and equitable recruitment process is adopted at all levels across the Trust. Training has taken place with middle leaders across the Trust around best practise interview skills and candidate selection to ensure all those recruiting for us are aware of their responsibilities in equality in recruitment.

Objective 5

To promote the mental health and wellbeing of both our staff and pupils within the Trust, ensuring effective support is in place to promote a culture where nobody is discriminated against on the grounds of mental health.

Why we chose this objective: to support all our community to build back stronger following Covid disruption.

Progress against Objective 5

We have made significant progress towards this objective across the Trust for both staff and pupil wellbeing. The provision in place for staff includes access

to a counselling service through our Absence insurance provider as well as access to a counselor in schools, occupational health referrals and reasonable adjustments where appropriate in order to support staff in the Trust. We have a wellbeing team in place to promote wellbeing activities e.g Tea & Talk.

We have also trained mental health first aiders.

Wellbeing is a key strand of our strategic people plan and is monitored through our Trust board.

The Peoples Charter was created and has been implemented.