

Our Trust Equality Objectives for 2020-2021 are:

1. We will undertake a detailed review of all data supporting the Equalities Policy and related policies and identify the core data for:
 - a. The Trust
 - b. Each academy
2. We will monitor each academy's performance data to ensure the most disadvantaged pupils are not further disadvantaged by actions taken to deal with the effects of Covid-19.
3. To take action to advance equality of opportunity, and further move towards the eradication of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010 by ensuring that there is an open culture of reporting and that every case is thoroughly investigated and restorative approaches used to bring about behaviour changes.
4. We will take action to ensure we are an employer of choice with an active recruitment policy to recruit from under-represented groups and develop our equality profile of all staff to help us understand and address key equality issues in our workforce.
5. To monitor levels of parental and pupil engagement (especially the most disadvantaged) in learning and school life, across all activities to ensure equity and fairness in access and engagement. And then to ensure all pupils are given similar opportunities with regards to enriching extracurricular activities.

February 2021