



## Our Equality Objectives (2018)

These equality objectives were approved by the Trust Board on 13 July 2018, and are published on the Trust's website as part of our commitment to the Public Sector Equality Duty.

### Equality Objectives

- 1 – Each academy will monitor and analyse pupil achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.
- 2 – Each academy will publish a statement setting out the actions they intend taking to advance equality, diversity & inclusion during the forthcoming academic year (or from their date of joining the Trust). A report will be provided by the Headteacher / Principal, on request annually, to enable Trust-wide reporting.
- 3 – The Trust will ensure, as it adopts a Trust-wide HR information system, that this incorporates the ability to provide robust reporting on and monitoring of equalities data.
- 4 – The Trust will further develop reporting on its gender pay gap and – in future – other pay gaps e.g. ethnicity. It will take positive action to reduce these gaps where possible.
- 5 – The Trust will take steps to address the risk of “unconscious bias”, initially by raising awareness of this facet of equality and diversity through leadership training, and by introducing ‘blind recruitment’ for all roles across the Trust.

### Review

Progress against these objectives will be reviewed annually.