The 3-18 Education Trust

Equality Objectives

Every individual is in a great school.

Approved: Spring Term 2024

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Introduction

The Equality Act 2010 requires the 3-18 Education Trust (Trust) to publish specific and measurable equality objectives. The Trust's Equality Objectives are based on our analysis of data and other information. They focus on those areas where it has agreed to take action to improve equality and tackle disadvantage.

The Trust has set the following equality objectives for the four-year period from Spring 2024 until Spring 2028:

Objective 1

Aim	Action
To continue to promote understanding and respect for diversity and equality	Raise awareness of aims and objectives of policy by sharing with staff and the wider Community.
	Provide further staff training in all aspects of equality and diversity to support staff understanding and awareness.
	Introduce all aspects of statutory RSHE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home.

Objective 2

Aim	Action
Ensure that each school promotes role models and heroes that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability.	Identify opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc.
	Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity.
	Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity.
	Deliver a programme of assemblies, outside visitors and education trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.

Objective 3

Aim	Action
Ensure tolerance and respect towards individuals who identify with any of the protected characteristics.	Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc.
	Utilise assembly opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups.
	Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies or PSHE sessions. Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values.

Objective 4

Aim	Action
To monitor assessment and other data at regular intervals to ensure that children are not being disadvantaged by belonging to a protected group	Careful tracking of attainment and progress for pupils with the "Protected Characteristics".
	Ensure reasonable adjustments are in place for these children. Where appropriate, work with outside agencies to achieve the best progress for these children.
	Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all

Objective 5

Aim	Action
To review staff related policies and procedures to ensure they comply with the Act (e.g. recruitment, CPD, flexible working, maternity and pay policies) and the Trust offers equal opportunities to all staff.	To undertake an initial analysis of data relating to current employees with regard to race, gender and disability and report this to the Trust's People, Pay and Performance and Audit and Risk Committees
	To undertake an annual data analysis, noting any changes.
	Carry out equality impact statement.

Policy Monitoring and Review

Monitoring

The CEO will monitor the outcomes and impact of this policy on a 4 yearly basis.

Review

Member of Staff Responsible	CEO
Relevant Guidance/Advice/Legal Reference	The Equality Act 2010 The Equality Act 2010 (Specific Duties) Regulations 2011 DfE School Teachers' Pay and Conditions
Policy Adopted By	Trust Board
Consultation	
Date of Policy	Spring Term 2024
Review Period	4 Years
Date of Next Review	Spring Term 2028