

| Objective | Actions | Lead(s) | Reporting Channels |
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| EDUCATIONAL, CARE & SAFEGUARDING OBJECTIVES | | | |
| To ensure all pupils have equality of opportunity and access to the highest standards of education and care. | Provision of bespoke education pathways to ensure every pupil can achieve their potential | Directors of Education and Head Teachers | Ofsted Reports DoE SOAP Health Checks LSBs |
| | Continued focus on the improved attainment and attendance of SEND, EAL and pupil premium pupils | Directors of Education and Head Teachers | Ofsted Reports DoE SOAP Health Checks LSBs |
| | Develop progress measures for pupils with SEND that meaningfully contribute improved lifelong outcomes | Director of Education (Special) and Special School Head Teachers | Ofsted Reports DoE SOAP Health Checks LSBs |
| | Sharing of success stories from previous pupils and staff and encourage pupils to think big | Heads of Communications and Head Teachers | Newsletters and websites LSBs |
| To ensure all curriculums are broad and balanced, and reflect the importance of equalities and inclusivity | Review the extent to which curriculums used across the Trust actively promote equality and the celebrate differences in race, religion, belief, gender or gender identity, sex, marital or civil status, pregnancy, disability and age. | Directors of Education and Head Teachers | Ofsted DoE SOAP Health Checks LSBs |
| Embrace the differences in the way individual schools work and develop | Ensure senior staff from across the Trust engage in peer review and Health Check processes both internally and externally to the Trust. | Directors of Education | Health Checks NLE, SLE deployments LSBs |
| | Develop opportunities to share innovative and best practice from across the Trust and external high performing schools. | Directors of Education and Head Teachers | Health Checks Moderation meeting reports through LEARN |
| OPERATIONAL OBJECTIVES | | | |
| To ensure staff and potential staff have equality of opportunity | Keep all staffing related policies under review and assess their impact on equality of opportunity | Director of HR | HR reporting to HR&S Committee LSBs |

Community Inclusive Trust **Equality Objectives**

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| | Undertake an analysis of the breadth of diversity in staffing across the Trust and assess the extent to which staff teams reflect the communities they serve. | Director of HR | HR reporting to HR&S Committee LSBs |
| | Review strategies used to encourage and promote applications from people with diverse backgrounds and characteristics. | Director of HR | HR reporting to HR&S Committee |
| | Review and respond to emergent issues highlighted within the annual Gender Pay Gap reporting. | Director of HR | HR reporting to HR&S Committee |
| To ensure all staff feel they are treated fairly | Review responses from the Staff Well-Being survey and develop both policy and practice to eliminate and mitigate against equality related issues cited. Engage fully with contractorst5 rev | Director of Safeguarding and Well-Being | HR reporting to HR&S Committee LSBs |

For CIT
Academies and
offices to be
made accessible

To ensure the

and procurement activities are ethically sound and rooted in fairness and equity

Ensure full implementation of the

The Community Inclusive Trust
Equality Objectives

This Policy has been approved by the Trust Board

Name..... Date:

Chair of the Trust Board

Name..... Date:

Chief Executive Officer