

TRUST EQUALITY OBJECTIVES AND ACTION PLAN 2025-28 (Note: Year 1 Actions Only)

Objective	Actions	Who is responsible for implementing?	Success indicators (Y1)
1. To increase the ethnic diversity of staff so that by Sep 2028 at least 5% of staff are from ethnic minorities	1. Review and amend Trust and school websites as new ones created 2. Update recruitment strategy, including check equal opps after shortlist, advert EDI statements once HR lead in place 3. Champion need for diverse workforce at all levels 4. Review recruitment paperwork to ensure promotes inclusive recruitment 5. Monitor recruitment data both applications and successful through HR lead and potential new software	Trust Exec Headteachers	1. Increase in number of applicants from ethnic minorities 2. Increase in number of staff from ethnic minorities
2. To reduce the disadvantaged gap in reading, writing and maths at primary and English and maths at secondary so that attainment is broadly in line for all pupils	1. Ensure all Pupil Premium website plans and statements are high quality 2. Disadvantage to be high on agenda for HT meetings and school meetings/SDPs 3. Termly monitoring of disadvantaged pupils to ensure needs addressed 4. Intervention plans implemented with key focus on disadvantaged pupils 5. All schools to monitor uptake of pupils in terms of extra- curricular opportunities, pupil roles etc. at least termly	Trust Exec Headteachers	1. Improvement in understanding of disadvantaged attainment and progress 2. Improved support for 3. disadvantaged pupils based on data
3. To review staff related policies and procedures to ensure they comply with the Equalities Act (e.g. recruitment, CPD, flexible working, maternity and pay policies) and the Trust offers equal opportunities to staff	1. Updated Trust equality policy and share with schools 2. Review and update HR policies with HR lead 3. Review flexible working, WFH policies in light of new Government changes 4. Policies to be put on MAT website as required and shared with schools 5. Review Trust HR policies in line with new Gov legislation on HR workings and practices	Trust Exec	1. HR policies reviewed and updated
4. To ensure each Trust school promotes role models and heroes young people positively identify with, reflect and broaden the diversity of Modern Britain in terms of race, gender, disability	1. Schools to review curricula in terms of representation in light of the curriculum review 2. Curricula to be adapted and enhanced when possible to ensure positive role models and representation in terms of race, gender and disability 3. School environments to reflect updated curricula 4. School website to reflect updated curricula	Headteachers	1. All schools have reviewed their curricula to ensure positive representation of Modern Britain