



Equality Objectives Statement 2025

Revision History

Date	Document Version	Document Revision History	Document Author / Reviser	Document Approver
March 2020	1.0	Draft Circulated to Headteachers for distribution to staff. Policy on GovHubs.	Michelle Murray, CEO/Executive Principal	Ratified by Trust Board 21/04/20 and
May 2021	1.1	Annual Review. Circulated to staff, AGBs and & added to websites.	J Jones HR and Compliance Manager	Approved by Trust Board 19/05/2021
May 2022	1.2	Annual Review. No changes Circulated to staff, AGBs and & added to websites 18/05/2022	J Jones HR and Compliance Manager	Approved by Trust Board 18/05/2022
January 2025	2.0	Review of statements to complement new policy	C Cawley V McManus	Approved by Trust Board 29/01/2025

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1. INTRODUCTION

At Education Learning Trust, we are committed to promoting equality, diversity and inclusion across all aspects of our educational provision. We believe that every member of our school community should feel valued, respected, and supported in achieving their full potential.

Education Learning Trust welcomes its duties under the Equality Act (2010). The Equality Act established 9 protected characteristics which apply to academies:

- disability
- race
- sex
- gender reassignment
- pregnancy and maternity
- religion or belief
- sexual orientation
- marriage and civil partnership
- age

Public Sector Equality Duty (2011)

Specific Duties under the Public Sector Equality Duty are to:

- publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty
- prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

Our Equality Objectives are guided by the principles of fairness, dignity and respect in accordance with the Equality Act 2010.

Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.

Actively challenge and prevent discrimination, harassment and victimisation across the Trust.

Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Ensure all pupils, regardless of their backgrounds or protected characteristics, have access to high quality education and opportunities to succeed academically, socially and personally

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Promote an inclusive and respectful culture where differences are celebrated and every member of the Trust community feels safe and empowered.

Curriculum Diversity

Embed a curriculum that represents a diverse range of voices, cultures and perspectives, promoting understanding and respect for all.

Staff Development and Inclusion

Support and develop staff at all levels to promote diversity in leadership and professional growth.

ELT CURRENT OBJECTIVES

Our Equality Objectives reflect our mission to promote fairness, celebrate diversity and eliminate barriers to success:

1.1 Objective 1 - Collaborate

The Trust will:

- build strong partnerships with pupils, parents, staff and the wider community to foster a culture of mutual respect, understanding and inclusion

1.2 Objective 2 - Empower

The Trust will:

- ensure that all students and staff, regardless of background or protected characteristics, feel empowered and valued to contribute fully to school life and achieve personal and academic success

1.3 Objective 3 - Achieve

The Trust will:

- close attainment gaps by providing targeted support for under-represented or disadvantaged groups, ensuring all students have equal opportunities to succeed

1.4 Objective 4 – Curriculum and Representation

The Trust will:

- develop a curriculum that reflects and celebrates the diversity of our community, promoting awareness and respect for different cultures, identities and experiences both inside and outside of the school day

1.5 Objective 5 – Staff Development

- promote inclusive recruitment and professional development to support diversity within leadership roles and staff teams across the Trust

We will regularly review and monitor these objectives as part of our Trust and school improvement evaluation systems to continue fostering an environment where everyone can collaborate, feel empowered and achieve their best.

Equality Impact Assessment

Lead Member of Staff:

Other Staff Involved:

Proposed Plan

Background/ how this proposal has come about

Reason for proposal – to introduce new practice/provision/ to change or reduce practice/provision /to remove practice/provision

Main stakeholders

Any legislation or guidance that informs the proposals.

Is the proposal likely to have an adverse impact on compliance with the Equality Duty?

- Eliminating unlawful discrimination, harassment and victimisation Y/N
 - Promoting equality of opportunity Y/N
 - Fostering good relations Y/N
- Please explain

Consultation Process

With whom do you plan to consult? How? Where is the evidence of the consultation?

Potential Issues:

Characteristic	Impact of proposal (specify if impact is to student, parent/carer, staff, governor, other)	Positive Negative Neutral	Can barrier be removed? Y/N
Disability			
Sex			
Gender Re-assignment			
Religion/Belief			
Pregnancy/Maternity			
Sexual Orientation			
Marriage/civil partnership			
Age			

Other (See below)

Date:

Signed:

Action Plan Following Equality Impact Assessment:

Objective	Action	Timescale	Responsible Person	Resources	Measurable Outcomes