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Equality Objectives Statement

#GN7(A)

Last updated: 04 March 2025

Review Date: 31 August 2028

# Equality objectives

TCAT is committed to promoting the welfare and equality of all its staff, pupils, and other members of the TCAT community.

TCAT sees all members of our community as of equal value, regardless of any protected characteristic. TCAT’s policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

TCAT’s Equality Objectives Statement sets out how TCAT and our schools are meeting the PSED and outlines how equality of opportunity is ensured for all members of the TCAT community. The Equality Objectives Statement is reviewed at least every four years and is published on the TCAT website annually.

TCAT will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, we have established the following objectives:

1. Promote Inclusive Education and Reduce Attainment Gaps

* Ensure that all pupils, regardless of gender, ethnicity, socio-economic background, disability, or special educational needs (SEN), achieve their full potential
* Identify and address attainment gaps by implementing targeted interventions, particularly for disadvantaged pupils (e.g., Pupil Premium students)
* Monitor progress and adapt teaching strategies to ensure equitable access to learning resources across all schools within TCAT

2. Foster a Culture of Respect, Diversity, and Inclusion

* Embed diversity and inclusion across the curriculum, ensuring that teaching materials and school activities reflect a wide range of cultural backgrounds, experiences, and perspectives
* Deliver anti-discrimination training for staff and pupils to tackle racism, sexism, homophobia, ableism, and other forms of prejudice
* Implement an effective anti-bullying strategy that specifically addresses issues related to protected characteristics

3. Improve Representation in Leadership and Staffing

* Ensure recruitment and promotion processes promote diversity and reflect the communities that TCAT serves
* Provide career development and leadership opportunities for underrepresented groups within the teaching staff, leadership teams, and governance structures
* Establish mentoring and professional development programmes to support staff from diverse backgrounds to progress into leadership roles

4. Enhance Support for Pupils with SEN and Disabilities

* Ensure equitable access to the curriculum and extra-curricular activities for pupils with SEN or disabilities
* Provide training for staff to effectively support pupils with additional needs and promote inclusive teaching strategies
* Improve accessibility across all school sites, ensuring that physical and digital learning environments cater to all pupils' needs

5. Strengthen Community Engagement and Partnerships

* Develop stronger links with parents, carers, and community groups, particularly those from underrepresented or marginalised backgrounds
* Provide opportunities for parents and carers to engage in their child’s education, with particular attention to hard-to-reach families
* Work with external organisations to promote diversity, equity, and inclusion in school activities, governance, and decision-making

6. Promote Gender Equality and Challenge Stereotypes

* Ensure equal access to all subjects, activities, and leadership opportunities for both boys and girls
* Challenge gender stereotypes in subject choices, particularly in STEM (Science, Technology, Engineering, and Maths) and creative arts
* Implement policies and practices to ensure that all pupils feel safe, valued, and respected, regardless of their gender identity or expression

7. Regularly Monitor, Review, and Report on Progress

* Collect and analyse equality data across all schools in the MAT to track progress against objectives
* Ensure pupil voice and stakeholder feedback shape ongoing equality strategies
* Publish an annual report on equality progress, identifying key achievements and areas for improvement