

Three Counties Academy Trust



Equality Objectives Statement

#GN7(A)

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Statement lifespan: 4 years. Subject to annual compliance check. Next full review 25th June 2030.

Version history

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Equality objectives

Three Counties Academy Trust (TCAT) and our schools welcome our duties under the Equality Act 2010. Our general duties with regard to equality are:

- Eliminating discrimination
- Fostering good relationships between people who share a protected characteristic and those who do not
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the TCAT community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our schools are committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity.

To achieve this, we have established the following objectives which will be reviewed and updated on a four-year cycle:

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

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

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

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

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

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

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

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of our schools. This environment will be achieved by:

- Being respectful
- Always treating all members of the TCAT community fairly
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole TCAT community understands what inclusive behaviour looks like in our schools and how this aligns with TCAT and school values
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

- Challenging bias and calling it out in order to move the conversation forward
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes but also respects all views and sensitivities.

Dealing with prejudice and celebrating diversity

At TCAT, we do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Trust and schools with the utmost severity. When an incident is reported, we will ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Across TCAT, our pupils are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

TCAT staff will not:

- Discriminate against any member of the TCAT community
- Treat other members of the TCAT community unfairly

TCAT staff will:

- Promote diversity and equality in an appropriate and age-appropriate manner
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area

Throughout the year, TCAT schools provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days
- Inviting guest speakers to talk to pupils about diversity
- Incorporating lessons about diversity into the curriculum

Equality and dignity in the workplace

TCAT does not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the TCAT community. All staff members are obliged to act in accordance with TCATs policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

Diversity and representation

We are committed to ensuring that the TCAT community reflects and values the diversity of the pupils, families, and wider communities we serve. This includes actively promoting fair and equitable representation across pupils, staff, leadership, and governance structures in line with our wider objective to improve representation in leadership and staffing.

To achieve this, we ensure that recruitment, retention, and promotion processes are transparent, inclusive, and designed to remove barriers for underrepresented groups. Whilst recruiting the best candidates for roles we have available; we actively seek to attract a diverse workforce and provide professional development and mentoring to support staff from a range of backgrounds to progress and thrive within TCAT.

We also work in partnership with parents, carers, and community groups to ensure their perspectives inform school development and decision-making, particularly those from underrepresented or marginalised backgrounds.

Inclusion

We are committed to fostering an inclusive environment where all members of the TCAT community feel valued, respected, and able to participate fully in school life. In practice, this is achieved through removing barriers and ensuring equitable access to all aspects of school provision.

We ensure that teaching, learning, and wider school experiences are accessible to all pupils, including those with special educational needs and disabilities (SEND), through adaptive teaching, appropriate support, and equitable access to resources, facilities, and enrichment opportunities.

Pupils are supported to participate fully in all aspects of school life, with reasonable adjustments made where necessary to ensure equality of access and experience.

A strong culture of respect is promoted through clear expectations, effective pastoral systems, and robust anti-bullying strategies, including those that specifically address prejudice related to protected characteristics.

Staff model inclusive practice in all aspects of their work and are supported through appropriate professional development to meet the needs of all pupils.

Through ongoing reflection in practice, we identify and address barriers to inclusion to ensure that inclusion is embedded across all aspects of school life.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our TCAT community.

TCATs Equality Information and Objectives Policy, Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy further outline our approach regarding equality.