

Equality Objectives - January 2020 – 2024

Objective	Success Criteria	Actions	Responsible	Completion date
Improving progression of part time teaching staff throughout the Trust	Increase in progression rates across all schools within the Trust.	Review of pay decisions by HR Director prior to consideration by the F&P committee. All principals to be challenged on progression rates	HR Director Principals Finance and Personnel committee	Annual review
Robust systems for monitoring student progress in place and monitored regularly.	Data analysis shows equality of attainment/progress for all. Identify groups and individuals at risk of underachievement and plan intervention.	Continue to monitor student progress through systems such as Management Information Systems (MIS), published outcomes and other analysis tools. Ethnicity, gender, SEND, disadvantage and EAL to be consistently monitored across all systems. Implementation of new MIS provision to better support awareness of protected characteristics.	Executive Data Manager Exec Board Education Education Performance Committee	Reviewed annually Systems development and reporting functions to be improved to provide Trust oversight
To develop curriculum models that enhance outcomes for all groups.	The curriculum in all academies enables all groups of pupils to achieve successful outcomes and quality progression routes	The Associate Principal for Curriculum will provide advice and guidance on curriculum models based on an understanding of successful curriculum	Associate Principal Curriculum and Assessment Principals	Reviewed annually

Objective	Success Criteria	Actions	Responsible	Completion date
	to the next stage of their education/work.	models through disciplined research.		
To develop student understanding of tolerance and respect for others through the promotion of British values.	Pupils exposed to different cultures, faiths, religions through first-hand experiences and through the use of varied resources.	Continued use of the Tudor Values to promote and develop the principles of tolerance and respect demonstrated by all pupils. Implementation of a curriculum programme such as the STEPS programme (Social Studies, Theology, Ethics, Politics, Sociology), or similar, throughout Trust to ensure key topics delivered at secondary schools	All staff Trust Lead for PSHE	Reviewed annually or as required
Provide training for all staff and governors on equality and diversity. Increase awareness through policy development and training	All staff and governors aware of legislation and responsibilities of all stakeholders.	Equality and Diversity training to be delivered annually to all staff and governors.	HR Director	Reviewed annually or as required
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition.	New pupils are supported and interventions put in place to ensure a positive transition to the Academy	All new EAL pupils will have an action plan with appropriate support in place. This may include 1:1 TA support, language coaching or translator services, or other support as	Trust SEND Lead	Reviewed annually or as required

Objective	Success Criteria	Actions	Responsible	Completion date
		appropriate. Support to ensure that parents are able to engage with the academy, both during meetings and in written communications will be provided.		
Development of data capture of recruitment decisions and applicant diversity	Annual report of recruitment diversity for applicants and subsequent appointments	Data manager, HR Director and PAs to develop effective reporting function to enable analysis. Review of recruitment procedure to ensure recording of appropriate data	Executive Data Manager HR Director Principal and Head of School PAs	By Sept 2022