

The **co-operative** academies trust

Our Equality Objectives

- Approved by the Trust Board on 22 April 2015.
- Published on the Trust's website as part of our commitment to the Public Sector Equality Duty.
- To be reviewed annually.

1 – From September 2015, the Trust, and each of its academies, will produce a plan which sets out the equality work / actions that they intend to take for that academic year. This will cover implementation of the Trust's Equality, Diversity & Inclusion Policy, and actions appropriate to advance the equality agenda at a local level. The plan will be communicated through the school website, newsletter and staff meetings (as appropriate). Completion of these actions will be monitored and reviewed by an appropriate sub-committee of the local governing body and/or the Director of the Trust. Periodic updates will be sought by the Head of HR on behalf of the Trust.

2 – The Trust will work with its academies to move towards a common approach to recording and reporting equalities data across the Trust, to ensure that it provides a robust basis for future equalities actions to ensure that we meet our Public Sector Equality Duty. This will include securing more robust information on staff with a disability, and the recording of equalities data for Governors.

3 – Each academy will monitor and analyse pupil achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.

4 – By April 2016, the Trust will investigate options & costs in relation to the translation of key documents in to the top 3 to 5 first languages of our pupil/student population, to help foster good relations with the community.

5 – During the 2015/16 academic year, the Trust will research and make recommendations to its academies around equal opportunities in staff recruitment, to attempt to move the profile of our staff population closer to that of our pupil/student population over following next 4 years (September 2019). *It is acknowledged that there are limitations with staff turnover, and that positive discrimination is neither legal nor desirable and that academies must appoint the best person for the job.*