



# Equality Objectives

<b>Policy Code:</b>	Gov6
<b>Policy Start Date:</b>	21 April 2021
<b>Policy Review Date:</b>	April 2025

## Community Inclusive Trust – Equality Objectives

1. As public bodies, Academies, Free Schools and further education institutions must comply with the [public sector equality duty](#) in the Equality Act 2010. This means you have to:
  - Publish details of how your school complies with the [public sector equality duty](#) - you should update this every year;
  - Publish your school's/Trust's equality objectives - you should update this at least once every four years.
2. You need to include details of:
  - Eliminating discrimination (see the [Equalities Act 2010](#));
  - Improving equality of opportunity for people with protected characteristics;
  - Consulting and involving those affected by inequality in the decisions your school or college takes to promote equality and eliminate discrimination (affected people could include parents, pupils, staff and members of the local community).

### **CIT's response to the above:**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not (the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation);
- Foster good relations between people who share a protected characteristic and people who do not share it.

### **What does this mean for CIT?**

Equality is very important to CIT and our intent is to create a culture which celebrates diversity and champions equality and inclusion. We ensure that we are mindful of equality, and compliant with the legislation in all of our policies and procedures. It is the Trust's culture, ethos and values which provide the foundations upon which policy and practice are built.

As a Multi-Academy Trust, we have chosen to have a set of overarching equality objectives that we will look to achieve over the next four years. The Trust Board monitors progress towards achieving these objectives through aligning them to the Trust's Strategic Plan and a range of reporting methods. Each of our schools have adopted the same set of objectives and their Local School Boards (LSBs) are tasked with monitoring the progress made by their school towards these objectives - within the remit of their own context and communities.

We have formed these objectives by identifying what is important for us as Trust to focus on for both our pupils and our staff over the next four years.

You will find details of these objectives in the document below.

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Objective	Actions	Lead(s)	Reporting Channels
<b>EDUCATIONAL, CARE &amp; SAFEGUARDING OBJECTIVES</b>			
To ensure <b>all</b> pupils have equality of opportunity and access to the highest standards of education and care.	Provision of bespoke education pathways to ensure very pupil can achieve their potential	Directors of Education and Head Teachers	Ofsted Reports DoE SOAP Health Checks LSBs
	Continued focus on the improved attainment and attendance of SEND, EAL and pupil premium pupils	Directors of Education and Head Teachers	Ofsted Reports DoE SOAP Health Checks LSBs
	Develop progress measures for pupils with SEND that meaningfully contribute improved lifelong outcomes	Director of Education (Special) and Special School Head Teachers	Ofsted Reports DoE SOAP Health Checks LSBs
	Sharing of success stories from previous pupils and staff and encourage pupils to think big	Heads of Communications and Head Teachers	Newsletters and websites  LSBs
To ensure all curriculums are broad and balanced, and reflect the importance of equalities and inclusivity	Review the extent to which curriculums used across the Trust actively promote equality and the celebrate differences in race, religion, belief, gender or gender identity, sex, marital or civil status, pregnancy, disability and age.	Directors of Education and Head Teachers	Ofsted  DoE SOAP Health Checks LSBs
Embrace the differences in the way individual schools work and develop	Ensure senior staff from across the Trust engage in peer review and Health Check processes both internally and externally to the Trust.	Directors of Education	Health Checks NLE, SLE deployments LSBs
	Develop opportunities to share innovative and best practice from across the Trust and external high performing schools.	Directors of Education and Head Teachers	Health Checks Moderation meeting reports through LEARN
<b>OPERATIONAL OBJECTIVES</b>			

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To ensure staff and potential staff have equality of opportunity	Keep all staffing related policies under review and assess their impact on equality of opportunity	Director of HR	HR reporting to HR&S Committee  LSBs
	Undertake an analysis of the breadth of diversity in staffing across the Trust and assess the extent to which staff teams reflect the communities they serve.	Director of HR	HR reporting to HR&S Committee LSBs
	Review strategies used to encourage and promote applications from people with diverse backgrounds and characteristics.	Director of HR	HR reporting to HR&S Committee
	Review and respond to emergent issues highlighted within the annual Gender Pay Gap reporting.	Director of HR	HR reporting to HR&S Committee
To ensure all staff feel they are treated fairly	Review responses from the Staff Well-Being survey and develop both policy and practice to eliminate and mitigate against equality related issues cited.	Director of Safeguarding and Well-Being	HR reporting to HR&S Committee  LSBs
For CIT Academies and offices to be made accessible	Engage fully with contractors and architects across all CIT build and redevelopments projects, maintaining a constant focus on improving and ensuring accessibility.	Director of Operations and Governance, Estates Manager, Head Teachers	Estates Condition Reporting  Estates H&S Reporting
	To identify the least accessible buildings and understand the impact on the community	Director of Operations and Governance, Estates Manager, Head Teachers	School Accessibility Policies  Estates Condition Reporting  Estates H&S Reporting
	Accessibility to be included in the capital work plan reviews	Director of Operations and Governance, Estates Manager, Head Teachers	As above +  SCA Distribution and Progression Reporting

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	Ensure the relocation of the Central Services Hub and LEARN considers accessibility before completion	Director of Operations and Governance, Estates Manager	Estates Condition Reporting CEO Reporting
To ensure the Trust's business and procurement activities are ethically sound and rooted in fairness and equity	Ensure full implementation of the Trust's Ethical Procurement Policy and working practices.	Procurement and Analytics Manager	Annual Procurement Strategy Progress Reporting

## The Community Inclusive Trust Equality Objectives

This Policy has been approved by the Trust Board

Signed..... Name..... Date:

Chair of the Trust Board

Signed..... Name..... Date:

Chief Executive Officer