



Equality Objectives

Policy Code:	Gov6
Policy Start Date:	Spring 2026
Policy Review Date:	Spring 2030

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 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 has 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 a 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.

Objective	Actions	Success Indicators	Lead(s)	Reporting Channels
EDUCATIONAL, CARE & SAFEGUARDING OBJECTIVES				
To reduce, year-on-year, disparities in educational outcomes, attendance and engagement for pupils with protected characteristics, particularly pupils with SEND, EAL and those experiencing disadvantage.	Provide bespoke education pathways that reflect pupils' individual needs, strengths and aspirations	Year-on-year narrowing of attainment, progress and attendance gaps.	Directors of Education and Head Teachers	Ofsted Reports DoE SOAP Health Checks LSBs
	Track and analyse attainment, progress, attendance and exclusion data by protected characteristic at Trust and academy level.	Improved sustained destinations and positive life outcomes for pupils with SEND.	Directors of Education and Head Teachers	Ofsted Reports DoE SOAP Health Checks LSBs
	Develop, implement and review meaningful progress measures for pupils with SEND, including preparation for adulthood 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.		Head of Communications and Head Teachers	Newsletters and websites LSBs
Inclusive curriculum and culture to ensure all curricula are broad, balanced and inclusive, and actively promote respect for difference, understanding of protected characteristics and a strong sense of belonging.	Review curricula to ensure representation of diverse cultures, identities and lived experiences. Promote equality, inclusion and respect through PSHE, safeguarding education, assemblies and enrichment opportunities. Share inclusive practice and curriculum innovation across the Trust and with external partners.	Positive trends in pupil voice feedback relating to inclusion, safety and belonging. Curriculum audits evidencing inclusive content and equitable access to enrichment.	Directors of Education and Head Teachers	Ofsted Reports DoE SOAP Health Checks LSBs Education & Safeguarding Committee rep Curriculum and subject reviews Pupil voice activities
Embrace the differences in the way individual schools work and develop.	Ensure senior staff from across the Trust engage in peer review and School Review processes, both		Directors of Education	School review External School Improvement deployments LSBs

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	internally and externally to the Trust.			
	Develop opportunities to share innovative and best practice from across the Trust and external high performing schools.		Directors of Education and Head Teachers	School Review Moderation meeting reports through LEARN
OPERATIONAL OBJECTIVES				
Fairness and equity for staff to promote equality of opportunity, fairness and wellbeing in recruitment, retention, professional development and leadership pathways for all staff.	Keep all staffing-related policies under review and assess their impact on equality of opportunity.	Increased diversity in applicant pools and progression into leadership roles over time. Improved staff wellbeing indicators and perceptions of fairness and inclusion.	Director of HR	HR reporting to People 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 People Committee LSBs
	Review strategies used to encourage and promote applications from people with diverse backgrounds and characteristics.		Director of HR	HR reporting to People Committee
	Review and respond to emergent issues highlighted within the annual Gender Pay Gap reporting.		Director of HR	HR reporting to People 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 People Committee LSBs
Accessibility and inclusion environments to improve physical, organisational and digital	Engage fully with contractors and architects across all CIT build and redevelopment projects, maintaining a constant		Director of Operations and Governance, Estates Manager, Head Teachers	Estates Condition Reporting Estates H&S Reporting

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accessibility across all CIT sites and services, in line with statutory Accessibility Plans.	focus on improving and ensuring accessibility.			
	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
	Ensure that central services, digital platforms and information are accessible to pupils, staff, parents/carers and visitors.		Director of Operations and Governance, Estates Manager	Estates Condition Reporting CEO Reporting
To ensure that Trust business, procurement and partnership activities are ethical, fair and aligned with equality principles.		Compliance with procurement standards and ethical expectations.		Annual Procurement Strategy Progress Reporting
	Implement, monitor and review the Trust's Ethical Procurement Policy. Work with suppliers and partners who demonstrate commitment to equality, diversity and fair employment practices.	Positive internal and external audit and review outcomes.	Procurement and Analytics Manager	Trust Board oversight

Governance Objectives				
Review and Accountability Progress against these Equality Objectives is monitored annually by the Trust Board through aligned strategic and performance reporting, ensuring due regard is given to the three aims of the Public Sector Equality Duty. Local School Boards monitor implementation within their schools, taking account of local context and community needs. These objectives are reviewed annually and will be formally refreshed at least every four years, or sooner where significant changes in legislation, Trust structure or identified need require it.				

Publication: This document is published on the CIT website and on individual academy websites in line with statutory requirements.