

Equality Objectives 2017-2018

Protected characteristics	Pupils, employees or both	Objective	Evidence
Age	Employees	Continue to ensure that appointments and employee opportunities and promotion do not reference age and that strong candidates are offered career progression in the trust regardless of age	Monitoring of promotions and appointments with reference to age
Sex	Employees	To continue to ensure that pay levels are not affected by gender and that the trust works towards equalising gender pay levels across the trust	Gender pay monitoring
Gender reassignment	Pupils	To ensure that pupils in all trust schools are supported and treated fairly with regard to gender identity and that all schools work with parents to ensure that pupils' experience of school regardless of gender identity is equally positive	Case by case monitoring, including involving parents and pupils
Disability	Pupils	To ensure that pupils with a disability, both physical or learning-related, are supported with every reasonable adjustment possible to access all aspects of the school curriculum and achieve the highest possible level of achievement	Monitoring of pupils' achievement on annual basis against disability, involving SENCOs as appropriate in each school
Ethnicity / race	Employees and pupils	To continue to ensure that no employee or pupil is treated disadvantageously because of their ethnicity or race, ensuring that pupils achieve equally well	Monitoring of pupil and HR data

		and access equal opportunities beyond the taught curriculum, and staff have equal access to jobs and promotions	
Sexual orientation	Employees	Ensure that employees are treated equally in terms of appointment and promotion regardless of sexual orientation	HR monitoring
Religion and belief	Pupils	Ensure that pupils from non-Christian faith backgrounds or no faith background in all our schools feel welcome and included in all aspects of our school life	Pupil questionnaires
Pregnancy / maternity	Employees	Ensure that no-one is disadvantaged in terms of appointment, promotion opportunity, performance management or professional development opportunity by reason of pregnancy or maternity leave	HR monitoring
<i>School specific objective 1</i>			
<i>School specific objective 2</i>			