



Equality Objectives 2021 – 2025

EKC Schools Trust

Approval Date: September 2021

Next Approval: September 2025

Introduction

EKC Schools Trust is committed to equality in both education provision and employment. We aim to ensure that students, parents, Governors, employees, contractors, partners, clients and those who may potentially join the Trust community are treated fairly and with dignity and respect. We will be positive and proactive about people's differences, and wherever possible, we will identify and remove barriers to inclusion and achievement.

Equality is at the heart of EKC Trust's culture, so whilst we have high standards, we continue to challenge and improve upon what we do; our Equality Objectives identify our focus over through to 2025.

Equality Objectives 2021-25

- Diminish the achievement and attendance differences of disadvantaged pupils in the Trust
- Strengthen the Academy curriculums across the Trust to ensure effective teaching of equality and diversity
- Foster inclusive leadership at all levels across the Trust, to enable diversity of thought and experience to advance our inclusive culture.

These objectives are informed by:

- Our organisation profile
- Self-evaluation/quality improvement cycle outcomes
- Best practice
- Legal requirements
- Local, regional, and national priorities and initiatives

The Trust will review its progress annually at Headteacher Board.

Public Sector Equality Duty

We welcome our duties under the Equality Act 2010, and our objectives further the aims of eliminating discrimination, advancing equality of opportunity, and fostering good relations.