



# Equal Opportunities Objectives 2023 - 2026

- To work collaboratively within and across our schools to further enhance the quality and diversity of each school's curriculum
- To narrow any gaps in attainment for pupils with additional needs, disadvantaged or with any protective characteristic
- To continue to develop and promote greater understanding and acceptance of the protective characteristics including LGBTQ
- To ensure that all pupils are encouraged to participate in visits, residentials and after school/extra-curricular activities and provide analysis at school level
- To analyse attendance data annually, at both school and trust level, to demonstrate how pupils with different characteristics are performing (SEND and ethnicity) – end of July 2024
- To analyse attainment data annually, at both school and trust level, to demonstrate how pupils with different characteristics are performing – end of July 2024
- To undertake an analysis of recruitment data and trends regarding race, gender and disability and report to the People committee – end of July 2024
- To carry out an ethnicity review of personnel working within the Trust workforce including a gender review analysis – end of July 2024
- All members of staff and LAB/Trustees that are involved in recruitment and selection to attend training on equal opportunities and non-discrimination – end of July 2024

