

Equalities Objectives

The Equality Act 2010 sets out that all public bodies will publish equalities objectives every four years. This document identifies the equalities objectives that the trust has chosen to focus on over the next four years, from 2016 to 2020, to improve equality, diversity and inclusion in the trust schools.

We recognise and take very seriously our broad responsibilities as both an employer and as a provider of education and care to the young people of Brentwood and Southend.

Introduction

Brentwood Academies Trusts aim is to promote the improvement of care and education to the schools within the trust, with a particular focus on outcomes for the disadvantaged and vulnerable. The trust is committed to supporting the development of a highly educated, productive and safer society, where children and young people can succeed whatever their background.

As a result, promoting equality is at the heart of all the trust does. Our equality objectives cover how we consider equality when we educate students, and how we will ensure that our own staffs have equality of opportunity.

Our objectives have been developed in consultation with staff, associated actions and success measures will be embedded milestones and the trust will report annually on its progress. We will review our objectives and targets to ensure that they continue to be appropriately challenging.

Objectives 2017-2021

Objective 1	
The trust will continue to improve the progress and attainment of students in all its schools with a particular focus on those students who are in groups that are classed as vulnerable and who traditionally underachieve relative to the cohort as a whole.	
Actions	Success Criteria
Regularly monitor the achievement of all students with a focus on those students who are traditionally classed as vulnerable the aim of which is to identify and eliminate underachievement	An annual calendar of formal assessment points is published in each school and a programme of analysis is undertaken. Those who are underachieving are identified and teachers are made aware of this
Expose all students to a quality teaching experience on a daily basis	Regular monitoring of teaching through learning walks and formal lesson observation indicate that it reaches a threshold that ensures all students are exposed to teaching of the highest quality
Proactive use of assessment data identifies those students who are in receipt of PPG and who require intensive interventions	One to one tuition or other intensive intervention strategies are undertaken with those students who are in receipt of PPG and who are identified as underachieving

Objective 2

The Trust will promote equality of opportunities for its workforce tackling all forms of discrimination when it occurs

Actions	Success Criteria
Continue to monitor and evaluate the impact of the trust's recruitment practices	Improved representation of under-represented groups across all schools.
Increase the awareness of equalities, diversity and inclusion through communications and training	Reduction leading to the elimination of discrimination, bullying and harassment
Ensure that all new employees undertake equality training	Greater understanding of unconscious bias and the reduction leading to the elimination of all forms of conscious and unconscious bias.

Objective 3

The Trust will promote acceptance and engagement with the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs; they develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.

Actions	Success Criteria
The trust schools will actively teach the principles of fundamental British values in discreet training days and through cross-curricular	Improved understanding of the principles of British values leading to a reduction and elimination of all forms of discrimination in the trust's schools.
The trust will promote acceptance, as opposed to tolerance, of all forms of diversity through direct teaching, special events and cross-curricular activities.	The students in trust schools show an interest in exploring, improving understanding of and showing respect for different faiths and cultural diversity and they understand, accept, respect and celebrate diversity, as shown by their acceptance of and attitudes towards different religious, ethnic and socio-economic groups in the local, national and global communities.

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