

INCLUSIVE | MULTI ACADEMY TRUST

Inclusive Multi Academy Trust Equality Plan 2020/21

Equality Objective	Protected Characteristic	Who	Measurable Success Indicator	When
To identify, respond and report any incidents against any of the protected characteristics, to ensure that trends are identified, that timely interventions are in place and there are equal opportunities for all	Age Disability Gender reassignment Marriage/Civil Partnership Pregnancy/Maternity Ethnicity and race Religion or belief Sex Sexual orientation	All	<ul style="list-style-type: none"> Jigsaw lessons provide a standardised way across the Trust to support teaching about the protected characteristics Behaviour policies reflects incidents against protected characteristics Staff, parents and pupils are happy with the effectiveness of response given by Teaching staff /SLT. Figures are reported to the Trust Board and Local Governing Committees Victims are supported. Appropriate interventions are in place to support the perpetrator e.g. to gain an understanding of their actions; to identify the reasons for their behaviour. Nil reporting is consistently challenged. 	Summer 2
Give a meaningful, executive level platform to BAME staff to make robust recommendations that seek to further the cause of ending systemic racism	Race and Ethnicity	All	<ul style="list-style-type: none"> Facilitate a Trust anti-racism forum so staff can speak openly about their experiences, lifting BAME voices to support strategic decision making Agree a common language so all staff feel safe to openly discuss race and anti-racism Provide Trust wide training to support an open dialogue around anti-racism Promote and actively teach anti-racism throughout the curriculum 	Spring 2
To ensure proportionate representation of the global majority through our curriculums	Race and Ethnicity	CEO HT SLT CT	<ul style="list-style-type: none"> Review the entire curriculum experience to ensure that there is good representation of Black voices and experiences Decolonise the curriculum, providing a broader and more balanced view of history Invest in anti-racism resources that support a more balanced view of history Teachers and children show openness to challenging learning around the history of racism 	Autumn 21/22
To continue to review recruitment processes, representing the diversity of our Trust	Age Disability Gender reassignment Marriage/Civil Partnership Pregnancy/Maternity Ethnicity and race Religion or belief Sex Sexual orientation	CEO COO HT SLT SBO CoT CoG	<ul style="list-style-type: none"> Recruitment to positively reflect the diversity of our school community Enhance diversity on interview panels Trustee/governor recruitment to positively reflect the diversity of our school community Acknowledge potential unconscious bias in the recruitment process, prioritising the very best candidate for any role 	Spring 1
Promote responsible use of technologies and social media with children and build awareness of a balanced approach to technology with parents	Age Disability Gender reassignment Marriage/Civil Partnership Pregnancy/Maternity Ethnicity and race Religion or belief Sex Sexual orientation	CT PST SLT	<ul style="list-style-type: none"> Enhance e safety provision across the Trust Work with Police to support victims and perpetrators as well as preventative measures Pupils to take part in technology amnesty, allowing children to speak openly about the challenges they face with technology - Information to shape curriculum Engage parents with workshops Share parent/child technology app to promote dialogue around online safety Children and parents to take part in Anti-bullying week, to be focused around online safety 	Summer 2