

# INCLUSIVE | MULTI ACADEMY TRUST

## Inclusive Multi Academy Trust Equality Plan 2021/22

Our Trust aim is for all children, staff and parents to identify with the following statement:

**“You see me, you hear me, I belong.”**

Equality Objective	Protected Characteristic	Who	Measurable Success Indicator	When
Develop and embed a staff culture that encourages and values equality, diversity and inclusion across our workforce enabling all staff to achieve their very best.	Age Disability Gender reassignment Marriage/Civil Partnership Pregnancy/Maternity Ethnicity and race Religion or belief Sex Sexual orientation		<ul style="list-style-type: none"> <li>To create a safe yet brave space to talk about Equality, Diversity and Inclusion</li> <li>Staff, pupils and parents apply the following principles:                             <ul style="list-style-type: none"> <li>To provide an open, safe space for children, staff and parents to discuss EDI.</li> <li>No judgement and it is a brave space to speak freely.</li> <li>To acknowledge we all have sub-conscious bias and different cultural experiences. It is safe to speak up.</li> <li>All have a responsibility to a part of the conversation - be brave and be a voice.</li> <li>Recognise that certain topics may evoke certain emotions.</li> <li>Call people out (choose to challenge) or call people in (support them to understand, with compassion and patience).</li> </ul> </li> <li>EDI survey indicates positive progression in staff feeling</li> </ul>	
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"> <li>Jigsaw lessons provide a standardised way across the Trust to support teaching about the protected characteristics</li> <li>Behaviour policies reflects incidents against protected characteristics</li> <li>Staff, parents and pupils are happy with the effectiveness of response given by Teaching staff /SLT.</li> <li>Figures are reported to the Trust Board and Local Governing Committees</li> <li>Victims are supported.</li> <li>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.</li> <li>Nil reporting is consistently challenged.</li> </ul>	
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"> <li>Facilitate a Trust anti-racism forum so staff can speak openly about their experiences, lifting BAME voices to support strategic decision making</li> <li>Anti-racism policy developed</li> <li>Agree a common language so all staff feel safe to openly discuss race and anti-racism</li> <li>Provide Trust wide training to support an open dialogue around anti-racism</li> <li>Promote and actively teach anti-racism throughout the curriculum</li> </ul>	
To ensure proportionate representation of the global majority through our curriculums	Race and Ethnicity	CEO HT SLT CT	<ul style="list-style-type: none"> <li>Review the entire curriculum experience to ensure that there is good representation of Black voices and experiences</li> <li>Decolonise the curriculum, providing a broader and more balanced view of history</li> <li>Invest in anti-racism resources that support a more balanced view of history</li> <li>Teachers and children show openness to challenging learning around the history of racism</li> </ul>	
To continue to review recruitment processes, representing the diversity of our Trust	Age Disability Gender reassignment Marriage/Civil Partnership Pregnancy/Maternity	CEO COO HT SLT SBO CoT	<ul style="list-style-type: none"> <li>Recruitment to positively reflect the diversity of our school community</li> <li>Enhance diversity on interview panels</li> <li>Trustee/governor recruitment to positively reflect the diversity of our school community</li> </ul>	

	Ethnicity and race Religion or belief Sex Sexual orientation	CoG	<ul style="list-style-type: none"> <li>• Acknowledge potential unconscious bias in the recruitment process, prioritising the very best candidate for any role</li> </ul>	
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"> <li>• Enhance e safety provision across the Trust</li> <li>• Work with Police to support victims and perpetrators as well as preventative measures</li> <li>• Pupils to take part in technology amnesty, allowing children to speak openly about the challenges they face with technology - Information to shape curriculum</li> <li>• Engage parents with workshops</li> <li>• Share parent/child technology app to promote dialogue around online safety</li> <li>• Children and parents to take part in Anti-bullying week, to be focused around online safety</li> </ul>	