

Our Community Multi Academy Trust's Public Sector Equality Duty – Equality Objectives

Our Commitment

Our Community Multi Academy Trust is committed to eliminating discrimination, advancing equality of opportunity, and fostering good relations in line with the Public Sector Equality Duty under the Equality Act 2010.

Equality Objectives (2026–2030)

Over the next four years, we will focus on the following objectives:

Objective 1 – Ensure all pupils, regardless of background or ability, have equitable access to high-quality teaching, curriculum enrichment, and leadership opportunities.

How we will measure progress:

- Year on year improvements in end of year assessments
- Positive Ofsted inspections
- Data from enhanced offer which demonstrates increased take up including within marginalised groups
- Good levels of uptake in Trust led CPD programmes

Objective 2 – Create a supportive, inclusive working environment where staff feel valued, respected, and able to perform at their best.

How we will measure progress:

- Response analysis of staff survey results on wellbeing, inclusion, and job satisfaction
- Staff retention and absence data
- Monitoring and resolution of equality related concerns, complaints or incidents

Objective 3 – Foster a Trust-wide culture of respect, inclusion, and community engagement for pupils, staff, and families.

How we will measure progress:

- Response analysis of parent surveys
- Increased levels of representation from marginalised groups demonstrated by pupil intake and staff recruitment
- Year in year increase in attendance for all pupil groups with a decrease in numbers of persistent absentees.
- Positive gradings and narrative in Pupil Behaviour and Personal Development in inspection reports

- High levels of staff satisfaction demonstrated through staff surveys and feedback from CPD and Conference events

These objectives will be reviewed annually by the Trust Board, monitored through existing data and reporting mechanisms and formally refreshed at least every four years.