

Appendix A: Trust Wide Equality Objectives 2023-27

Objectives	Focus
1. Academies ensure a broad, culturally diverse and personalised curriculum is in place.	Undertake a curriculum review in all academies with a specific focus upon statutory entitlement and breadth of offer through intent, implementation and impact.
2. Academies ensure pupils increase awareness and are protected and helped to keep themselves safe from all forms of discrimination	Academies can evidence positive approaches to empowering pupil voice and best practice is shared.
3. Ringfenced grants are used to have optimal impact upon Learning outcomes of vulnerable groups utilising evidence-based practice and research.	Evidenced based research is integral to planning and eligible pupils' progress is routinely tracked.
4. Enhance the accessibility of information regarding provision and pupil outcomes for parents / carers and increase involvement in how to best support learning.	Academies pro-actively seek and use parental feedback to improve the offer. Academy is engaged with the Family Support Network group.
5. All academies ensure their curriculum model meets the needs and interests of their pupils and reflects diversity and locality	Network group is developing policy, resources, information and support networks for staff and pupils who identify as LGBTQ+. Academy is part of the Nexus Diversity network group and linked focus and actions.
6. All academies recognise that emotional health and wellbeing influences pupils' cognitive development, communication and learning behaviours.	Audit academy approaches regarding behaviour and SEMH. Academies accessing and using the SEMH Competency framework and the self-evaluation toolkit.