



Equality Objectives (Public Sector Equality Duty) Statement for Publication

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(This policy supersedes all previous Equality and Diversity policies)

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Equality Information and Objectives (Public

1. Introduction

The Public Sector Equality Duty (PSED), as set out in **Section 149 of the Equality Act 2010**, requires public bodies, including academy trusts, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Education South West is committed to ensuring that equality considerations are integral to decision-making, policy development, curriculum design, safeguarding practice, and workforce management.

The Trust publishes equality objectives at least every **four years** and equality information **annually**, in line with statutory requirements.

2. Equality Objectives 2026–2030

Our Equality Objectives reflect Trust priorities, informed by performance data, workforce data, stakeholder voice, and safeguarding information. They are focused on reducing disadvantage, improving inclusion, and ensuring equitable access and outcomes.

1. Objective 1: Achievement and Outcomes

- Use robust and comparative performance data to identify, monitor and reduce gaps in attainment, progress and attendance between groups of pupils, particularly those with protected characteristics and those experiencing disadvantage.
- Ensure that leaders take timely, evidence-based action to address underperformance.

2. Objective 2: Inclusive Curriculum and Cultural Awareness

- Deliver a curriculum that reflects diversity, promotes equality, and develops pupils' understanding of different communities and protected characteristics.
- Ensure that PSHE/RSE, assemblies and wider curriculum opportunities promote:

- Respect
 - Inclusion
 - Fundamental British Values
- Align curriculum delivery with safeguarding responsibilities, including PREVENT.

3. Objective 3: Participation and Pupil Voice

- Increase participation across all pupil groups in:
 - Extra-curricular activities
 - Leadership opportunities
 - Enrichment experiences
- Remove barriers to participation and ensure equitable access for disadvantaged pupils and those with SEND.

4. Objective 4: Behaviour, Safety and Bullying

- Reduce incidents of bullying, prejudice-related behaviour and discriminatory language, including:
 - Racist
 - Sexist
 - Homophobic
 - Transphobic language
- Ensure all incidents are:
 - Logged
 - Analysed
 - Acted upon
- Strengthen pupil understanding of the impact of such behaviours.

5. Objective 5: Inclusion and SEND

- Maximise the inclusion of pupils with Special Educational Needs and Disabilities (SEND) within mainstream provision wherever appropriate.
- Ensure reasonable adjustments are consistently applied and provision is:
 - High quality
 - Evidence-informed
 - Focused on independence, confidence and outcomes

6. Objective 6: Workforce Equality and Culture

- Promote a working environment where all employees are treated with respect, dignity and fairness.
- Ensure that all employment practices (including recruitment, retention, progression, pay, discipline and redundancy) are:
 - Transparent
 - Equitable
 - Based on merit and objective criteria
- Continue to develop an inclusive workforce culture which values diversity.

7. Objective 7: Workforce Representation

- Seek to ensure that the composition of the workforce, including leadership, reflects the communities served by the Trust.
- Take proportionate steps to improve representation where underrepresentation is identified.

8. Objective 8: Pay Equality

- Monitor and report on the gender pay gap and any other identified disparities.
- Where gaps are identified, undertake analysis and implement actions to address inequality.

3. Review, Monitoring and Publication

- Equality objectives will be reviewed at least every **four years**, or sooner where there are changes in legislation or Trust priorities.
- Progress against objectives will be **monitored annually** through published equality information.
- The Trust will ensure that equality considerations are embedded within:
 - School improvement planning
 - Safeguarding systems
 - Curriculum development
 - Workforce strategy

Leaders and governors/trustees will receive regular updates to ensure appropriate challenge, accountability and compliance with statutory duties