

ACET Equality Objectives 2023 to 2026

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not (the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation).
- Foster good relations between people who share a protected characteristic and people who do not share it.

This document summarises ACET's overarching objectives over the next four years. Each academy also has their own bespoke set of equality objectives that are contextual to the academy and the community it serves.

| | OBJECTIVE | HOW |
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| 1. | To proactively embed a culture in all ACET academies that celebrates diversity, tackling discrimination against any protected characteristic, and create an environment where all members of the ACET community feel safe and valued. | <ol style="list-style-type: none">1. Conduct an analysis of discriminatory incidents and individual academy records2. Conduct a survey of all staff and students around their own experiences of discrimination at work/school for all academies, including ACET central staff3. Audit current practices and identify if there are any potentially harmful stereotypes (e.g. classroom seating plans based on gender) for all academies4. Take appropriate action to address the findings from steps 1 to 35. Provide training for all staff on understanding, identifying and tackling prejudice related incidents and discrimination6. Ensure ACET policies, when renewed, and communications are written in gender-neutral language.7. Repeat staff/student survey on an annual basis8. Ensure effective recording, reporting and monitoring systems in place, which are reportable to LGBs and Trustees |

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| 2. | To ensure effective systems are in place to monitor, analyse, report and challenge equalities-related data for students/pupils, staff and governance. | <ol style="list-style-type: none"> 1. Implement systems to accurately and efficiently gather and monitor data (e.g., Power BI for student/pupil data), integrated HR/payroll systems, CPOMS etc., to allow effective analysis of equalities information 2. Gather/refresh equalities-related data for staff, students/pupils, governors and trustees as appropriate 3. Develop a robust system of monitoring, reporting and challenging on all areas of equality, to drive continuous improvement |
| 3. | Increase diversity across the Trust board and LGBs in order that trustees/governors from all backgrounds and protected characteristics are represented (age, disability, gender, marriage, race, religion/belief, sex) so that a wider variety of views and experiences inform decision making. | <ol style="list-style-type: none"> 1. Review current composition of the Trust board and each academy's LGB 2. Compare composition of each LGB to the demographic of the academy student/pupil population 3. Review advertising documentation to ensure it is fully inclusive and attractive to all 4. Review how and where trustees and governors are recruited from, diversifying as much as possible |
| 4. | To close the gap(s) in attainment and attendance of Most Able, SEND, EAL, pupil premium and any other disadvantaged groups of students/pupils | To feed into individual academy Equality Objectives, reportable at LGB level and to review at Trust-level. |
| 5. | To ensure all academy curriculums are broad and balanced, ensuring all students/pupils have access to a holistic and rounded education, regardless of their background or starting point. | To feed into individual academy Equality Objectives, reportable at LGB level and to review at Trust-level. |
| 6. | To ensure equality of access to extra-curricular provision in all ACET academies, ensuring attendance is encouraged by children of all backgrounds, social demographic and irrespective of any protected characteristic | To feed into individual academy Equality Objectives, reportable at LGB level and to review at Trust-level. |