

Equality objectives 2022-2026 – May 2024 review

Objective 1: Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the Strategic and Finance Committee. Include analysis of promotion and progression by colleagues with protected characteristics.

Why we have chosen this objective: although our gender pay gap is decreasing, it is not yet good enough. Our current staffing and leadership profile does not reflect our local communities sufficiently well.

To achieve this objective we plan to: highlight areas for action with our Trust Board to influence recruitment and retention policies and appropriate changes; raise leadership awareness still further to ensure that progression and promotion are equally accessed.

Current Progress:

- Current staff equality data has been collected and updated
- Recruitment data is being requested, new People lead to produce analysis of this information.
- Gender pay gap has slightly reduced in 2024

Next Steps:

- Collate applicant and appointee data and analyse/ report.
- Identify underrepresented groups at application stage and consider how to increase applicants from these groups.

Objective 2: Have in place a reasonable adjustment agreement for all staff with disabilities by December 2023, to meet their needs better and ensure that any disadvantages they experience are addressed.

Why we have chosen this objective: we want to support all staff to belong fully to our Trust and our academies and to support all staff to achieve their potential regardless of their disability. We recognise the importance of representation of those with a disability for our learners and young people, and embrace our responsibility to improving representation as a public body.

To achieve this objective we plan to: Draft and consult on a reasonable adjustment agreement by March 2023

Current Progress:

- Staff with disabilities have been identified.
- Where adjustments have been identified, there are fully in place.

Next Steps:

- Create a policy and approach to better identify these adjustments at the point of appointing colleagues.

Objective 3: Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by January 2023, to help address the under-representation of people with disabilities in the academy workforce.

Why we have chosen this objective: to improve the under-representation of people with disabilities across our Trust by increasing applications from people with disabilities

To achieve this objective we plan to: Ensure the 'two ticks' symbol on all job adverts from January 2023

Current Progress:

- Reference to positive disability approach on automated application forms.

Next Steps:

- Ensure similar wording is placed in adverts.

Objective 4: Increase the representation of staff from local black and minority ethnic communities over a 4- year period (from this September 2022 to July 2026), so that this group increases to at least 5% of the First Federation workforce including leadership.

Why we have chosen this objective: we need to ensure that our staff body better reflects the student body in terms of ethnic heritage to ensure that learners see strong representation in our profession. This is not positive discrimination; the best candidate will always be appointed regardless of their background.

To achieve this objective we plan to: Use the analysis from Objective 1 to inform a recruitment action plan and policy to be put in place from September 2023. We will review our advertising process to ensure that high calibre colleagues are attracted to work in our Trust.

Current Progress:

- Recruitment and staff data being captured so ensure a baseline position.

Next Steps

- New People director to consider recruitment strategy.

Objective 5: Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning 2024. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: to support our work on improving representation of those with protected characteristics across our Trust through raising awareness and ensuring systemic delivery of non- discriminatory processes

To achieve this objective we plan to: ensure training is in planned by January 2023

Current Progress:

- No suitable training identified as yet.

Objective 6: Train all staff on the '9 Protected Characteristics' and the role of being an ally. To ensure that this is not just seen as a superficial exercise but an integral part of academy life, and pupils will be taught this explicitly in the academic and personal development curriculum.

Why we have chosen this objective: to improve the experience of any of our community who associate with one or more of the protected characteristics and to encourage greater participation as an ally from our pupils within school and beyond. This is also the law and stakeholders need to understand the potential consequences to these actions. To achieve this objective we plan to: continue to embed AD&D into the curriculum, continue in promoting messages of respect for others, promote being an ally, raise awareness of diversity and the 9 protected characteristics and begin our application to become an accredited anti-racist trust

Current Progress:

- Whole staff training day: Representation Matters and No Outsiders
- No Outsiders resources purchased for all schools
- Personal Development curriculum reviews started in school

Next Steps:

- Further training on other protected characteristics
- Development of the wider curriculum

Objective 7: To eradicate the use of all discriminative language used by staff and pupils in school especially focusing on homophobic, racist and sexist language.

Why we have chosen this objective: we wish to create a culture of inclusivity for all in our academy trust and feel that the misuse of these types of language are often used in a 'casual' way. In addition, under the Equalities Act some language could be considered illegal.

To achieve this objective we plan to: ensure that all staff and pupils challenge and call out uses of homophobic and sexist language within the academy, create a staff LGBTQ+ group to provide a safe space for all, define and promote being an ally and ensure pupils know, understand and refrain from using such language within the academy. To work towards achieving the Rainbow Flag award as a Trust by 2024.

Current Progress:

- Discriminatory language that is heard is recorded and perpetrator spoken with.
- Incidents recorded and reported to LA where appropriate. All incidents reported via HOS reports

Next Steps

- Ensure such language use is reducing
- Start process of looking at appropriate accreditation.