



## Annual Report on Progress Towards Meeting the Trust's Published Equality Objectives Under the Public Sector Equalities Duties (PSED)

The equality objectives in place during the 2021/22 academic year were approved by the Trust on 13 March 2021 and published on the Trust's website as part of our commitment to the Public Sector Equality Duty (PSED).

Under the PSED we are required to review our equality objectives at least every four years, and to report on progress towards them annually. This report summarises the actions taken across the year to give a view of progress across 2023/24.

### Our Equality Objectives

Our Trust Equality Objectives are:

1. We will undertake a detailed review of all data supporting the Equalities Policy and related policies and identify the core data for:
  - a) The Trust
  - b) Each academy
2. We will monitor each academy's performance data to ensure the most disadvantaged pupils are not further disadvantaged by actions taken to deal with the effects of Covid-19.
3. To take action to advance equality of opportunity, and further move towards the eradication of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010 by ensuring that there is an open culture of reporting and that every case is thoroughly investigated and restorative approaches used to bring about behaviour changes.
4. We will take action to ensure we are an employer of choice with an active recruitment policy to recruit from under-represented groups and develop our equality profile of all staff to help us understand and address key equality issues in our workforce.
5. To monitor levels of parental and pupil engagement (especially the most disadvantaged) in learning and school life, across all activities to ensure equity and fairness in access and engagement. And then to ensure all pupils are given similar opportunities with regards to enriching extracurricular activities.



### **Update on objective 1:**

The core data source for Trust employees is the Trust's payroll system Edupay. This system went live in December 2022 and through the reporting function it is possible to run reports to obtain detailed data, e.g. ethnicity, gender and disability. This system is for the Trust and Academies, so the data source is the same. It is notable though that as the information is non-compulsory the data that has been disclosed does not provide a sufficient cohort size to be able to quantitatively assess the equality and diversity within the workforce.

### **Update on objective 2:**

Academy Review Meetings each term review data from standardised assessments across Year groups 2-6. This data alongside EY data and phonics data are reviewed at a group level focusing on the progress and attainment of the most disadvantaged children. The new 'Disadvantaged on page' element of the ARM document reviews provides a clear overview for leaders, governors and trustees. Minutes and appropriate minuted actions in all schools show the close monitoring and resulting actions prioritise the progress of disadvantaged children.

### **Update on objective 3:**

Bullying incidents and any reported incident is logged by each school in line with our processes. These are reported termly (where they have taken place) at the ARM meeting and actions taken by the school reviewed by the group. There is a dedicated agenda item relating to behaviour and bullying and minutes and actions recorded for each school show that this is prioritised. Where there are no incidents reported minutes show challenge to ensure training and vigilance is strong in the school. Each school had a focused Collaborative Academy Review Day (CARD in Spring 2024) reviewing behaviour and these all showed clear investigation and restorative approaches in place. The detailed finding of each visit was reported to governors and trustees via the ARM mechanism.

### **Update on objective 4:**

DoNESC have appointed a designated Recruitment & Apprentices Officer within the the HR team, who commenced in post in May 2024. They have several key focus areas as they commence in post, which include reviewing and revising the current recruitment policy and process, improving Trust branding to highlight the Trust's commitment to equality and diversity in the workplace. This supports the ultimate long term aim for the Trust to become the MAT Employer of Choice across Norfolk.

### **Update on objective 5:**

This is an area where there is further work needed to secure reliable data to show access and engagement. In 2024 there have been two initiatives to improve this – (a) the authoring of the 'Immeasurably More' programme to introduce in 24/25 securing and reporting back on enrichments at a school level (b) Pupil Premium workshop led by the central team to focus disadvantaged enrichment spending.