



## St Benet's MAT Equality Objectives 2024-2028

**The Equality Objectives for 2024-2028 below are closely linked to our vision:**

*As a Church of England education trust established by the Diocese of Norwich, our vision is rooted in the conviction that all children and young people in our academies can achieve their God-given potential.*

*St Benet's Multi Academy Trust is a strong community, open and welcoming to those of all faiths and none.*

*Rooted in the life and teachings of Jesus, our schools are places of aspiration and hope. In line with our vision, we are ambitious to see the pupils and adults in our schools flourish and achieve their full potential as individuals made in the image of God.*

*High quality learning leads to strong academic achievement and personal growth, ensuring pupils and adults achieve more than they can imagine.*

### **Operational objectives**

1. To continue to promote understanding and respect for diversity and equality across the organisation
2. To report our gender pay gap on an annual basis and undertake annual analysis of recruitment and promotion to support equality across our workforce
3. Have in place recruitment practices which support equality, diversity and promote inclusion for existing staff and new potential candidates

### **Educational objectives**

1. To close gaps in attainment and achievement between pupils and all groups of pupils; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities and looked after children.
2. To develop an understanding, awareness and tolerance of different cultures, religious beliefs and world views within the pupil body of the Trust community of schools.
3. To ensure that all pupils receive a broad range of learning opportunities and experiences through our curriculum and through additional offers for all.