



Equality & Diversity Report – July 2025

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. This is still the same, the data that can be pulled from the system is only as good as what is put into the system from the academies.

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. The six OFSTED inspections in 2024-25 rated Quality of Education (which interrogates how disadvantaged data is used and acted upon) as Good or Outstanding.

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 has termly Collaborative Academy Review Days (CARD) 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. The six OFSTED inspections in 2024-25 rated Behaviour and Attitudes (which interrogates how bullying data and prejudice related incidents are logged and responded to) as Good or Outstanding.

Update on Objective 4

DoNESC have a designated Recruitment & Apprentices Officer within the HR Department, who commenced in post in May 2024. They have several key focus areas, which include reviewing and revising the current recruitment policy and process, and 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.

DoNESC, with input from the Trust, created a professional standardised job application pack which is used for all recruitment. The Applicant Tracking System was launched during the Easter term which means that all applications are made electronically by candidates which is making the application process much simpler which is leading to more applicants per role. As more academies begin to use the ATS, one of the priorities looking forward is to develop our use of the analytics features. These insights will not only help us understand where we're successfully attracting candidates from but also allow us to identify which academies are receiving higher volumes of applications. This will enable us to review those with lower numbers and explore targeted strategies to support them in boosting candidate interest and engagement. The application pack clearly outlines the benefits of joining the Trust and promotes the values and ethos clearly and succinctly. The recruitment policy is due to be reviewed during the summer break.

Update on Objective 5

This is an area where further work is required to secure reliable data to show access and engagement. In 2025 there have been two initiatives to improve this: (i) the 'Immeasurably More' programme introduced in 2025, securing and reporting back on enrichments at a school level, and (ii) Pupil Premium Workshop led by the Central Team to focus on disadvantaged enrichment spending. The six OFSTED inspections in 2024-25 rated Personal Development (which interrogates how disadvantaged data is used and acted upon) as Good or Outstanding.