



EQUALITY OBJECTIVES

2024

Committee Responsible	Policy Approval Committee
Lead Staff Member	CEO
Approved by	Chair of Trustees (Chair's Action)
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THE CHELMSFORD LEARNING PARTNERSHIP – EQUALITY OBJECTIVES

The Chelmsford Learning Partnership stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability. We have three clear aims, which are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

At The Chelmsford Learning Partnership, equality of opportunity applies to all members of the school community – pupils, staff, governors, trustees, parents and community members.

The trust's Equality Objectives should be read in conjunction with the Accessibility Policy for each school and our Equal Opportunities Policy.

Our '**Equality Objectives**' set out how we try to achieve true equality in each of our schools:

1. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community and beyond.

Why we have chosen this objective:

- This objective was chosen to allow us to promote cultural and religious diversity in our communities

To achieve this objective we plan to:

- Review our curriculum offer in all schools to ensure that we teach children about different cultures and the importance of equality
- Work with external agencies to help provide learning opportunities that promote cultural and religious diversity

2. Develop an 'anti-racism' approach in all our schools

Why we have chosen this objective:

- This objective was chosen as we recognise that we need to promote anti-racism and social justice in our schools. We recognise that racism is completely unacceptable and it is our responsibility to promote anti-racism in our schools

To achieve this objective we plan to:

- Undertake a full audit of our curriculum offer to ensure that the curriculum provides positive representation for BAME pupils
 - Work with organisations to train our staff in promoting an anti-racist culture in our schools.
 - Work with external organisations to provide all staff training in recognising bias in all aspects of our school communities and provide staff with strategies to reduce the impact of bias
 - Work with our communities to promote an anti racist culture in our schools. We will use expertise from external organisations to help us promote this.
3. Improve the recruitment of staff from under-represented groups in order to better reflect the society in which we operate.

Why we have chosen this objective:

- We recognise that, in our trust, staff from some groups with protected characteristics are under-represented, particularly in positions of leadership in our schools and our trust central team. To better reflect the communities in which we operate it is imperative that we improve the representation of staff with protected characteristics in our workforce.
4. Promote equality, diversity and inclusion across our staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and training for staff to eliminate any unconscious bias in recruitment.

Why we have chosen this objective:

- We recognise the importance of equality, diversity and inclusion across our staff and it is important to us that we do everything we can to ensure that our trust promotes these principles in our operations.
5. Actively close gaps in attainment and achievement between identified groups of students (Disadvantaged and groups with protected characteristics) and all students to ensure that attainment and achievement is better than similar groups of students nationally.

Why we have chosen this objective:

- We recognise that, nationally, some pupils have lower educational outcomes than other pupils, particularly those pupils identified as being 'disadvantaged' or having protected characteristics. As a trust, we believe that high quality teaching in a supportive environment can significantly reduce these gaps

To achieve this objective we plan to:

- Fully review our teaching and learning strategies to ensure that all pupils have access to outstanding teaching and learning
- Ensure that all disadvantaged students and those with protected characteristics are known to staff and have their progress tracked regularly.
- Ensure schools have effective intervention systems for supporting pupils who are not achieving the levels of academic success they should be.
- Ensure that all students have full access to all school homework and IT systems