

# Tall Oaks Academy Trust



## Equality & Diversity Objectives 2024 – 2027

For the purpose of this document, it is important to note that the nine protected characteristics are age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, sex, sexual orientation, race & religious belief.

Objective	Protected characteristic	Public sector duty		
		Eliminate	Advance	Foster
1. Train & motivate staff & governors so that they can manage & challenge discussions regarding Equality & Diversity issues, including British Values.	All	✓	✓	✓
Progress made:	Woven into the curriculum. Any issues are addressed at Governors meetings. Recruitment process ensures that protected characteristics are not disclosed until after shortlisting			
2. Promote spiritual, moral, social & cultural development through appropriate curricular opportunities, with particular reference to issues of equality & diversity	All	✓	✓	✓
Progress made:	Covered comprehensively in the Trust curriculum. Additionally in times such as assemblies, these issues are raised & discussed.			
3. Ensure the Trust has a comprehensive overview of where bullying is taking place & monitor if it is linked to protected characteristics so that it can be eliminated.	All	✓	✓	✓
Progress made:	Clear stance on identifying potential cases of bullying & then combating them as appropriate.			
4. Eradicate offensive language used by pupils, specifically towards minority ethnic students & the LGBT community	Sexual orientation Race Religion or belief Sex	✓	✓	✓
Progress made:	On-going. Always firmly & comprehensively dealt with (based on CPOMS logs).			
5. Publish an accessibility report, detailing all areas within each Trust site, that are accessible. This will include identifying where we cannot make reasonable adjustments for specific reasons & what actions can be taken.	Pregnancy & maternity Gender reassignment Disability	✓	✓	
Progress made:	In place (Premises Manager's responsibility)			

6. Review all SEND disclosure assessment & support provision in line with the SEND reforms, ensuring that relevant support & reasonable adjustments are in place, in a timely manner, creating a positive impact for the learner journey.	Disability	✓	✓	✓
Progress made:	On-going work to ensure that, within our structure, the lived experience of SEND pupils remains positive, fair, supportive and effective.			
7. Create a safe & nurturing culture in which staff feel able to disclose their sexual orientation status and disability (where applicable).	Sexual orientation Disability	✓	✓	
Progress made:	This is a positive aspect of working within our Trust (based on staff feedback). It should remain a regular focus. New staff must feel this as much as longer-serving staff.			
8. Review trust job application form to ensure it reflects all protected characteristics.	All	✓	✓	✓
Progress made:	Actioned. Application forms are also kept anonymous, with information about protected characteristics hidden until after shortlisting.			
9. Ensure students have developed a good understanding of British Values & show respect for one another's differences.	All	✓	✓	✓
Progress made:	Pupils in older year groups have a stronger understanding that in younger years. This is a point to continue returning to in assemblies & as part of pupil voice.			
10. Review & implement the Trust's Equality & Diversity strategy that reflects the changing demographics of the Trust: - Understand the needs of migrant families to the area - Support families settling into the UK with bureaucratic, cultural & educational advice - Support UK families with understanding the other cultures	Race Religion or belief	✓	✓	✓
Progress made:	Next step is to gather voice of parents & pupils who have moved from a different country into the area about their lived experience & then take appropriate action to improve this for others.			

Objectives written (March 2024) by Kieran Ola (Headteacher, Mercer's Wood Academy) and Rachel Woodcock (Trustee)  
Objectives reviewed (Sept 2025) by Chris Fitzpatrick (CEO) and Rachel Woodcock (Trustee)