



EQUALITY OBJECTIVES 2021-2025

NCLT publishes this document in accordance with The Public Sector Equality Duty 2011. The Equality Duty sets out three aims under the general duty for schools/academies and settings:

- To eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

NCLT has undertaken an internal review of our processes and practices in relation to the above duties and in doing so we have been able to identify potential areas for improvement and have therefore set specific, measurable equality objectives.

These objectives which are published below will be reviewed regularly and progress against the achievement of the objectives monitored over the next four year period.

Objective 1		
By July 2023, 90% of our staff will feel confident in responding effectively to prejudice-related bullying, as shown in the annual staff survey. <i>CEO to monitor progress and report to Trust Board annually</i>		
Support through Trust Improvement Plan	Advancing equality through.....	Monitor/Review
<i>Priority 4 - Striving for equality, celebrating diversity and difference, making each and every individual feel proud of who they are.</i>	Staff Induction Policy Staff Code of Conduct Policy Anti-Bullying Policy Behaviour Management Policy	Equality objectives to be considered when reviewing policies - ongoing

<p>- Professional development for staff on diversity and institutional bias.</p>	<p>Exclusion Policy Peer on Peer Abuse Policy Safeguarding and Child Protection Policy</p> <p>Mandatory Equality, Diversity and Inclusion online training refreshed annually by all employees. Equality and Inclusion covered on induction of new staff</p> <p>BAMEed Bristol to visit</p> <p>Black Voices Cornwall (BVC) to complete an audit</p> <p>Staff surveys to include Equality and Diversity</p>	<p>Equality, Diversity and Inclusion eLearning allocated to all staff – 2021/22 - ongoing</p> <p>BAMEed Bristol visited Spring 2022 - ongoing</p> <p>BVC audit completed Spring 2022 – audit to be repeated in 2023</p> <p>Staff survey completed Spring 2022 – to be repeated at least annually</p> <p>Appropriate action plans in place to address any areas of concern identified as a result of the monitoring process - ongoing</p>
--	---	--

Objective 2

Increase the representation of staff from local black and minority ethnic communities over a 4-year period (from this July to July in 4 years' time), so that this group of the workforce is at least in-line with representation from local community.

CEO to report to the Trustee Pay Review Committee annually

Support through Trust Improvement Plan	Advancing Equality through...	Monitor/Review
<p><i>Priority 4 - Striving for equality, celebrating diversity and difference, making each and every individual feel proud of who they are.</i></p> <p>- Positive recruitment strategies to engage with BAME and LGBT communities</p>	<p>Staff Recruitment Policy Staff Pay Policies Staff Induction Policy Staff Code of Conduct Policy</p> <p>The trust is committed to aiming for proportionate representation across staffing and leadership groups, using positive recruitment strategies to encourage applications from underrepresented community groups.</p>	<p>Equality objectives to be considered when reviewing policies - ongoing</p> <p>Adverts to be publicised through BAME Ed Southwest, to encourage applicants from BAME backgrounds, alongside the current platforms - ongoing.</p>

	<p>Robust recruitment and selection processes followed. Person specification and job description compiled for each vacancy. Shortlisting carried out independently by a panel. Equal opportunity data disclosed by potential candidates at the application stage only accessible by Personal Officer and not made available to the recruitment panel. Candidates for employment or promotion are assessed objectively against the requirements for the role.</p> <p>Interview panels consist of a diverse background of interviewers where possible, considering age, gender, and ethnicity.</p> <p>Training for employees, Trustees and Governors involved in the recruitment and selection of employees and volunteers.</p>	<p>Data relating to ethnic origin is captured for employees in the HR system. Work Force Equality Report presented to the Pay Review Committee, Autumn 2021 – repeated annually Ensure fields are fully completed in the HR system where available - ongoing.</p> <p>Make up of panel considered for every interview – ongoing.</p> <p>Those involved in recruitment allocated, Safer Recruitment, Unconscious Bias and Equality, Diversity and Inclusion training on the Every platform as a minimum - ongoing.</p> <p>Appropriate action plans in place to address any areas of concern identified as a result of the monitoring process - ongoing</p>
--	---	--

Objective 3

By the end of the 2021/22 academic year, ensure the performance in key subjects across ethnic minority groups is at least in line with peers, and continues to increase in the following years.

HTs to share Key Stage progress data termly with LGB/CEO. Trust Board to monitor through the LGB minutes.

Support through Trust Improvement Plan	Advancing equality through....	Monitor/Review
<p><i>Priority 4: Striving for equality, celebrating diversity and difference, making each and every individual feel proud of who they</i></p> <ul style="list-style-type: none"> Engage with the BAME Bristol group to explore the success of their curriculum projects and their implications for North Cornwall 	<p>Equality Policy Behaviour Policy</p> <p>Students are encouraged to be ambitious for themselves and NCLT academies seeks to be ambitious on their behalf encouraging participation in activities and broadening experiences. The curriculum for each academy is developed to ensure a high level of accessibility for all learners, and</p>	<p>Equality objectives to be considered when reviewing policies – ongoing</p> <p>Books purchased to address any gap in resources and shared across the trust</p>

<ul style="list-style-type: none"> - Carry out diversity audit across all schools looking at resources and curriculum to establish the extent of representation of all ethnicities, genders, and sexualities. - Purchase resources to address gaps in representation. <p><i>Priority 6: Making the world a more accessible place, full of opportunity for all.</i></p> <ul style="list-style-type: none"> - Ensuring that pupil attendance levels are high to ensure that children are in a safe and secure environment. <p><i>Priority 2: Building strong foundations and providing exciting opportunities for development and growth.</i></p> <ul style="list-style-type: none"> - Early reading development embedded across all primaries and support provided for SEND at KS3/4. - Improved shared reading texts in all schools - opportunities for pupils to meet authors, listen to storytellers and engage in the joy of reading - At secondary level, we will invest in catch up programmes for pupils with poor reading skills below Age Related Expectations (ARE) 	<p>positive opportunities for individuals, adapting the curriculum delivery to current cohorts of learners.</p> <p>BAME Ed to Visit</p> <p>Mandatory Equality, Diversity and Inclusion online training refreshed annually by all employees.</p> <p>LGB to discuss termly progress made by various subgroups in relation to their peers. Attendance of various subgroups also presented and discussed termly.</p> <p>Equality and Diversity to be discussed regularly by Trust Leadership to remind all of their responsibility under the act ensuring this is documented in minutes.</p>	<p>BAME Ed visited Spring 2022</p> <p>Equality, Diversity, and Inclusion eLearning allocated to all staff – 2021/22 - ongoing</p> <p>Progress and attendance of various subgroups reported to Local Governing Boards each term - ongoing</p> <p>Trust Leaders meet with BAME Ed for feedback following the visit – Spring 2022</p> <p>Appropriate action plans in place to address any areas of concern identified as a result of the monitoring process - ongoing</p>
---	--	--