

Objective	Actions	Lead(s)
EDUCATIONAL OBJECTIVES		
To ensure pupils have equality of opportunity	Provision of alternate education paths to ensure every pupil can achieve their potential	National Director for Education, Regional Education Directors and headteachers
	Focus on the attainment and attendance of SEND, EAL and pupil premium pupils	National Director for Education, Regional Education Directors and headteachers
	Provision of apprenticeship strategy for pupils	Chief Operations Officer and Director of Governance
	Sharing of success stories from alumni and staff and encourage pupils to think big	Director of Communications and headteachers
	Regional and national events to fully reflect diversity, inclusivity and accessibility	Director of Communications, headteachers and AAGs
To ensure all curriculums are broad and balanced, and reflect the importance of equalities and inclusivity	Mandate a set time for teaching of PHSE in both primary and secondary curriculums	Education Committee and National Director for Education
	Use of JIGSAW in lessons in all academies	Regional Education Directors
For academies to work towards and obtain accreditations in their work on equality	Regions to identify the award they wish to achieve and the steps required (2018-19)	Regional Education Directors
	Academies to begin working towards achieving the award (2019-20)	
OPERATIONAL OBJECTIVES		
To ensure staff and potential staff have equality of opportunity	To become a Disability Confident employer and to ensure the HR processes support this endeavour	Chief Operations Officer, Director of Governance and HR regional leads
	Provision of apprenticeship strategy for staff, and increase of the CPD offering.	Chief Operations Officer and Director of Governance
	Review of staff wide terms and conditions to ensure inclusive.	Chief Executive Officer
For staff to model and use inclusive and gender neutral language	Sourcing and provision of training course on the use of gender neutral language	Director of Governance and regional safeguarding leads
	Sourcing and provision of training courses for staff to learn how to confidently combat derogatory language and actions in others	Director of Governance and regional safeguarding leads
	Ensuring trust communications are written in gender neutral language	Director of Communications
For E-ACT academies and offices to be made accessible	Discussion with each new-build appointed contractor on accessibility options	Chief Operations Officer
	To identify the least accessible buildings and understand the impact on the community	Regional Directors of Operations
	Accessibility to be included in the capital work plan reviews	Capital Projects and Estates Manager
	Ensure any office moves consider accessibility before completion	Chief Operations Officer and Director of Governance