

TRUST-WIDE EQUALITY OBJECTIVES

2025–2029

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Statutory

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Reviewed and ratified by:

Trust Board

Signed by Trust/Committee Chair

Emma Hawker

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• EMPOWERING CHILDREN AND SCHOOLS •



Equality Information and Objectives Statement (2025–2029)

SECAT is committed to promoting equality, eliminating discrimination, and fostering good relations across all its schools. This includes having due regard to the needs of people who share a protected characteristic as defined in the Equality Act 2010. These commitments are delivered in conjunction with the Trust's Equality, Diversity and Inclusion (EDI) Policy.

In accordance with the Equality Act 2010 and the Public Sector Equality Duty, the Trust has due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The Trust-Wide Equality Objectives for 2025–2029 have been developed using Trust-wide evidence and data, including attainment, attendance, behaviour and safeguarding information, workforce data, and feedback from schools. The objectives apply to pupils, staff, and wider school communities and are intended to address both outcomes and lived experience across the Trust.

These objectives focus on strengthening inclusive culture, improving outcomes for disadvantaged and SEND pupils, promoting fair and inclusive recruitment practices, ensuring consistency in reasonable adjustments, and embedding equality considerations into decision-making at all levels of the Trust.

The Trust will publish equality information at least annually and review its equality objectives at least every four years, in line with statutory requirements. Progress against the objectives will be monitored through established Trust reporting and governance arrangements to ensure accountability and continuous improvement.

Objective 1: Strengthen inclusive culture and reduce discriminatory incidents

- Reduce recorded discriminatory incidents (racist, sexist, homophobic, biphobic, transphobic, ableist) by **20% by July 2029** through targeted education, early intervention and staff training.
Why: To ensure all pupils feel safe and included.
Monitoring: Annual safeguarding report + behaviour data.

Objective 2: Improve outcomes for disadvantaged and SEND pupils

- Narrow the progress gap between disadvantaged pupils and their peers by **at least 0.3** across the Trust by July 2029.
- Reduce persistent absence for pupils with SEND by **10%** over the same period.
Why: To address structural barriers and ensure equity of opportunity.
Monitoring: Trust attainment and attendance dashboards.

Objective 3: Strengthen workforce diversity and equitable recruitment

- Increase representation of staff from under-represented ethnic minority groups by **5 percentage points** across the Trust by July 2029.
Why: SECAT workforce diversity should better reflect local communities.
Monitoring: Annual workforce diversity report.

Objective 4: Ensure consistency and compliance in reasonable adjustments

- Implement a Reasonable Adjustment Protocol across all schools and ensure 100% of required adjustments for staff and pupils are recorded and actioned by **September 2026**.
Why: To ensure parity and prevent disadvantage.
Monitoring: HR and SEND audits.

Objective 5: Embed equality impact assessments

- Ensure 100% of major Trust and school policies and significant decisions have a completed Equality Impact Assessment by **July 2026**.
- **Why:** To ensure equality implications are considered at point of decision-making.
Monitoring: Central policy cycle + Trust governance oversight.