



Equality Objectives and Public Sector Equality Duty Report Year 1 Annual Impact Report



Our Mission

Providing a formidable education, within the classroom and beyond, to inspire the next generation of global citizens.

Our Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.

Introduction

During the first year of the Trust's four-year Equality Objectives and Public Sector Equality Duty plan, significant progress has been made in laying the foundations for change. Our focus has been on promoting equality, fostering inclusion, and creating safe, equitable environments for all stakeholders. This report summarises the actions taken and the impact achieved across three key objectives.

Objective 1: Promoting Equality in Access, Success, Progression, and Outcomes for Pupils with Protected Characteristics

In Year 1, we established baseline data covering pupil progress, attainment, exclusions, attendance, and destinations by protected characteristic. This data provides a clear picture of current gaps and trends, enabling targeted interventions in the coming year.

A curriculum audit was conducted to assess representation and inclusivity, highlighting areas for improvement and ensuring that future planning embeds diversity. The launch of the LCT Enrichment Passport pilot in selected academies has expanded engagement opportunities, particularly for pupils from underrepresented groups.

Inclusive pastoral teams are in development, with specialist roles identified to provide tailored support.

Objective 2: Building an Inclusive Workplace that Attracts Diverse Talent and Fosters Respect

To strengthen inclusivity in recruitment, we audited and updated materials and platforms to ensure language and imagery reflect best practice. Inclusive shortlisting protocols were developed and piloted, and initial CPD modules on inclusive leadership were launched for senior staff.

Professional networks have begun forming, creating spaces for collaboration and shared learning. These steps lay the groundwork for embedding equality and diversity throughout our recruitment and workplace culture.

Objective 3: Nurturing Safe, Open, and Equitable Working and Learning Environments

Clear expectations for respectful interactions were established through Trust-wide guidance on language and behaviour. Forums and restorative practices were piloted in selected academies, strengthening relationships and reducing conflict.

Reporting mechanisms for concerns were reviewed and enhanced, improving transparency and increasing confidence in addressing issues. Initial staff training on discrimination and microaggressions has equipped colleagues with the knowledge to identify and challenge inappropriate behaviours. CPD and job opportunity communications are in the process of being audited to ensure inclusivity.

Summary and Next Steps

Year 1 has successfully laid the foundations for meaningful change across the Trust. Key achievements include comprehensive baseline data collection, inclusive curriculum audits, enrichment initiatives, updated recruitment practices, leadership training, and improved reporting mechanisms.

Through these actions, we will continue to advance equality, inclusion, and equity for all members of our Trust community.

