



Tall Oaks Academy Trust

Equality and Diversity Objectives 2020 - 2024



Summary

Objective	Protected Characteristic	Public Sector Duty		
		Eliminate	Advance	Foster
To train and motivate staff so that they are able to manage and assertively challenge discussions regarding to Equality and Diversity issues including British Values.	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage & Civil Partnership • Pregnancy & Maternity • Sex • Sexual Orientation • Race • Religion or belief 	✓	✓	✓
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage & Civil Partnership • Pregnancy & Maternity • Sex • Sexual Orientation • Race • Religion or belief 	✓	✓	✓

Ensure the Trust has a comprehensible overview of where bullying is taking place and monitor if it is linked to protected characteristics so that it can be eliminated.	<ul style="list-style-type: none"> · Age · Disability · Gender reassignment · Marriage & Civil Partnership · Pregnancy & Maternity · Sex · Sexual Orientation · Race · Religion or belief 	✓	✓	✓
To eradicate offensive language being used amongst pupils specifically towards LGBT students.	<ul style="list-style-type: none"> · Sexual Orientation · Sex 	✓	✓	✓
To ensure an accessibility report is published, detailing all areas within each Trust site, that are accessible. This will include identifying where we cannot make reasonable adjustments for specific reasons and what alternative actions can be taken.	<ul style="list-style-type: none"> · Disability · Pregnancy · Gender reassignment 	✓	✓	
To review all SEND disclosure assessment and support provision in line with the SEND reforms, ensuring that relevant support and reasonable adjustments are in place, in a timely manner, creating a positive impact for the learner journey. To have clear service standards for all aspects of work.	<ul style="list-style-type: none"> · Disability 	✓	✓	✓
To reduce the gender pay gap from 11.3% to 9%.	<ul style="list-style-type: none"> · Sex 		✓	

Create a culture where staff feel able to disclose their sexual orientation status.	<ul style="list-style-type: none"> Sexual orientation 		✓	
Increase the number of staff declaring a disability.	<ul style="list-style-type: none"> Disability 		✓	
To ensure that all students have developed a good understanding of British Values and show respect for one another's differences.	<ul style="list-style-type: none"> Age Disability Gender reassignment Marriage & Civil Partnership Pregnancy & Maternity Sex Sexual Orientation Race Religion or belief 	✓	✓	✓