



Equalities Statement

Including Equality Objectives

Date document: January 2025



Together, pursuing life in all its fullness

Version	Date	Author	Changes
v1.0	02/12/16	Jo Baker	Initial issue
v2.0	April 2018	Louise Beale	Review and new template
V3.0	June 2021	Louise Beale	Review and update for revised governance arrangements
V4.0	December 2022	Amy Bills	Re-written and addition of equality objectives
V4.1	January 2025	Claire Freeman and Aimée Tinkler	Equality objectives updated

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The electronic version is the definitive version of this document.

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1. INTRODUCTION

- 1.1. The Diocese of Coventry Multi Academy Trust (the Trust) and its Academies welcome our duties under the Equality Act to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour nationality and ethnic or national origins), religion or belief, sex or sexual orientation.
- 1.2. The Trust and its academies welcome our duty under the Education and Inspections Act to promote community cohesion.
- 1.3. The Trust and its academies recognise that these duties reflect international human rights standards as outlined in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act.

2. ETHOS AND ORGANISATION

- 2.1. Our vision, based on John 10:10, is for every adult, every child and every academy in our trust to come together in order that we may pursue life in all its fullness. We have a vision of building a better future for all within our academies, who in turn will positively impact their communities.
- 2.2. In line with the Church of England Education Office's guidance, we believe that life in all its fullness - full flourishing - is only possible when *each* and *every* member of our school communities:
 - Experiences true belonging – knowing they are welcome, completely included, valued and celebrated (Genesis 1:26-28)
 - Finds every possible avenue of academic and vocational progress and success open to them, without needing to overcome institutional barriers (Revelation 7:9, 16-18)
 - Feels totally safe and secure wherever they are, and fully connected with others (Ezeikel 34:28)
 - Is able to meaningfully participate in the life of their school and/or team – with their voice heard and their ideas acted upon (1 Corinthians 12:21-26)
 - Believes that a hope-filled future can *and will* be theirs, because they see themselves represented in all aspects of school life, particularly in leadership (Galatians 3:28)
- 2.3. We ensure that our commitments listed below apply to the full range of our policies and practices which guide our work across the Trust

3. EQUALITY OBJECTIVES

3.1. The Trust is committed to promoting equality in both employment and education provision. We aim to ensure that students, parents, governors, employees, contractors, partners, clients and other stakeholders within the Trust community are treated fairly, and with dignity and respect regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).

3.2. The Trust recognises the three aims set out in the public sector equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

3.3. The following have been identified as trust equality objectives for 2025-2028 to:

- Uphold the principles of equality as set out in our Equality and Diversity Policy.
- Achieve a greater understanding of our HR data in order to enable analysis of data and act on any trends or patterns requiring action to close gaps between those who have protected characteristic(s) and those who do not.
- Celebrate opportunities for flexible working, including flexible working in adverts and encouraging staff and managers to consider options for flexible working for the diverse range of roles we have across our trust.
- Reduce the number of suspensions and permanent exclusions for SEND pupils and those eligible for pupil premium funding.
- Reduce the gap between the achievement of disadvantaged pupils and their peers nationally.
- Ensure all senior leaders and directors benefit from diversity equity and inclusion training, covering an introduction to DEI, intersectional approaches, representation, and diversifying the curriculum. As part of DEI strategy, cascade all training to ensure all colleagues and those responsible for governance have increasing knowledge and confidence.

4. MONITORING AND EVALUATION

4.1. The Trust will keep under review how well we achieve these aims with regard to the protected groups under the Equality Act.