Equality Objectives 2024-28

The shared vision for our trust is to “create schools that ‘stand out’ at the heart of their communities.” Our trust has four core beliefs; Family, Integrity, Teamwork and Success that are integral to everything we do. The purpose is to enable everyone to be able to ‘Love Learning, Love Life.’

Our policies are underpinned by our vision, beliefs and purpose

Date of Issue	01/03/2024
Date of Review	28/02/2028
Version	V3
Approval Level	People and Remuneration Committee

Introduction

The Equality Objectives adopted by The Embark Federation apply to all schools across the Trust, the Trust Central Team and Board of Trustees. These objectives support the Trust Equality, Diversity and Inclusion Policy and support our commitment to equality, diversity and inclusion; to reaffirm our commitment to a common set of values and objectives, and to set out a consistent approach to communicating, implementing and monitoring Equality, Diversity and Inclusion goals within the Trust.

The Embark Federation Trust Equality Objectives

The Embark Federation and its member academies are 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)**.

The equality duty

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

Embark Federation will keep under review how well we achieve these aims with regard to the protected groups under the Equality Act (2010).

We have set ourselves the following objectives for 2022-26 to:

- Uphold the principles of equality as set out in our Equality, Diversity and Inclusion Policy.
- Achieve a staffing and leadership profile which reflects the diverse communities we work with and serve, to include the Trust Board.
- Achieve a greater understanding of our data and reduce the Gender Pay Gap.
- Review promotion and career paths to ensure they are aligned with the delivery of our strategy in ensuring that equality, diversity and inclusion are at the core of all decision-making.

Further information is contained in our Equality, Diversity and Inclusion Policy.