



# **Equality Objectives**

## **Equality Information and Objectives (Public Sector Equality Duty)**

### **November 2025**

**Date of Review:** November 2025  
**Approved by:** Trust Board  
**Next Review Date:** November 2026

We recognise that the public sector equality duty has three aims and they are 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

Vision Multi Academy Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

We aim to provide the highest possible education for all of our pupils. The ethos of our schools clearly reflects our commitment to fully including and respecting all members of our school communities.

We have set ourselves the following objectives for 2024 to 2028.

- To ensure that staff, governors and trustees are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility.
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school communities.
- To promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between pupils for all groups of pupils; especially pupils eligible for Pupil Premium, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.
- Continue to improve accessibility across the academy sites for pupils, staff and visitors with disabilities, including access to specialist teaching areas. This includes enhancing digital accessibility, ensuring that online resources, communications, and learning platforms are fully accessible to all, including individuals with sensory and cognitive impairments.
- Monitor the incidence of the use of homophobic, sexist and racist language by pupils in our schools.
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

For further information please see our Equality and Diversity Policy.