

Implementation plan for SGSAT Equality Objectives across SGS AT

SGSAT Equality Objectives

Objective 1:

To ensure that effective management structures are in place with a clear system for managing equality and diversity across the SGS AT.

Objective 2:

To use and embed Impact Assessment and Analysis across the Trust in order to examine policy and practice and proactively address issues emerging.

Objective 3:

To produce an Equality and Diversity Annual Report as a formal way of assessing and analysing data and identifying improvement and development actions.

Objective 4:

To enhance and demonstrate that Equality and Diversity is embedded in the curriculum.

Objective 5:

To collect and analyse pupil and staff data in order to proactively identify and address areas for development and enhancement across the staff and pupil experience.

Proposal

1. The above overarching Equality Objectives set Trust expectations. They are published and must be reviewed every 4 years.
2. The Equality Objectives are implemented through a range of strategies and action plans. These include, but are not limited to:
 - a. SGSAT Quality Strategy
 - b. SGSAT Teaching and Learning Strategy
 - c. SGSAT HR strategy
 - d. School Self-Evaluation and Post Ofsted Action Plans
3. The performance of individual schools towards achieving these objectives will be monitored against regular and local KPI reporting and progress monitoring of action plans, and annual reports to Local Governing Bodies and the Trust Board of Trustees as required by the normal cycle of business.
4. Local school equality objectives and plans will therefore be embedded within existing plans and KPIs. Thus, separate Equality Objectives, policies and procedures **are not required at school level.**

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SGS AT Deputy CEO June 2016