

DNEAT Equality Objectives

Our Trust Equality Objectives for 2021-2024 are:

- 1) The Trust will gather, record and analyse equalities data effectively for all staff, and for those responsible for governance, in relation to race, disability and gender, to support the setting of meaningful Trust-wide and academy level equality and diversity targets
- 2) The Trust will improve the recruitment, retention and progression of any currently under-represented groups of staff in relation to age, disability and race (numerical targets to be set once objective 1 is completed - target date May 2021)
- 3) The Trust will produce a gender pay gap action plan, in order to reduce the gender pay gap and to increase the representation of different genders in roles where they are currently under-represented across the Trust
- 4) In line with its three-year strategic plan, the MAT will audit and transform its provision for children and young people with Special Educational Needs and Disabilities so that we reduce the attainment gap between pupils with SEND and all children with SEND nationally by at least half:
 - from 7% to within a range of 0% to 3% at Key Stage 2
 - From 8% to within a range of 0% to 4% at Key Stage 1

March 2022