

Equality Objectives 2023 - 2027

The Sir John Brunner Foundation believes that it is the responsibility of all colleagues, wherever possible, to advance and promote equality of opportunity. The Foundation's values of excellence belonging and partnership can only be fully achieved in an inclusive environment that allows colleagues and students to feel supported whilst reaching their full potential.

The equality objectives have been developed to reflect the Foundation's values and cultural principles that are in line with British values. Academies will need to review progress against their contribution to the objectives on an annual basis. .

	Objective	Measurable Outcome
EXCELLENCE	Ensure consistently high number of students, regardless of background, achieve excellent results and reach their full potential by understanding and addressing any barriers.	Trend of reducing achievement gaps between groups of students who share protected characteristics and those who do not.
	Ensure staff, regardless of protected characteristics, achieve excellence and reach their full potential by identifying and addressing barriers	Excellent results for teachers and students.
		Individuals' experiences are improved whilst a student or employee of the Foundation. Resulting in low/zero complaints relating to bullying/harassment/protected characteristics.
BELONGING	To provide opportunities for students to contribute to the community of their Academy and wider Foundation.	Maximise opportunities for students to engage with extra-curricular activities / special interest groups and celebrating diversity.
	To develop/enhance a MAT-wide approach for monitoring equal opportunities during recruitment and career.	Implement fully centralised HR systems to enable effective analysis of HR data across the trust, to inform future EDI strategies.
PARTNERSHIP	To ensure the culture and ethos of The Sir John Brunner Foundation is fully embedded across all academies, including those joining.	Effective induction/training programmes for new starters, joining academies, Trustees and Governors. With all leaders modelling the Foundations values in all they do.
		Maximise cross Foundation working groups/projects, to facilitate greater sharing of best practice.