

Equality Objectives for Southern Academy Trust (2018 - 2020)

To ensure that no student is disadvantaged because of their background, be that economic, social, academic, any protected characteristic or through any form of prejudice. Ensure all students make progress in line with their peers whatever their background.

To ensure that students with special educational needs or disabilities make progress in line with their peers without such needs.

To reduce the gender pay gap for staff by challenging unconscious bias; by changing recruitment practices and through re-evaluation of the mechanisms by which staff are remunerated for their work.

To actively encourage under-represented groups to seek more senior positions in the organisation.

To support equality of opportunity for all in the workplace and schools, irrespective of gender or sexual orientation. We will do this by seeking to ensure that fairness and equality are promoted when we write policy, appoint staff so that everyone has equal chance to succeed.