

Equality, Diversity and Inclusion Objectives 2024-25

Veritas Multi Academy Trust



Approved by: Trust Board

10 December 2024

Author: Dr. Kerry Jordan-Daus and Stephanie Sheppard

Next review due by: December 2025

Our Equality, Diversity and Inclusion objectives are our commitment to our values of inclusion. They align with our Equality Information Policy, which sets out our approach to equality for the Veritas Multi Academy Trust. Our objectives are updated annually.

Opening statement:

Veritas Multi Academy Trust's mission is to provide 'irresistible learning for all' and aligned to this mission is ensuring the Veritas MAT is an 'irresistible place to work' for all employees across the Trust.

Our values are inclusion, innovation and inspiration. Inclusion is at the heart of everything we do.

Our Equality Information Policy outlines how we aim to achieve this. Our objectives are reviewed and updated annually to ensure progress is being made and the Trust's commitment to these values of equality, diversity and inclusion are showcased and are readily available to all stakeholders and audiences.

Please find our equality, diversity and inclusion objectives for 2024-25:

Objective 1: To ensure that the curriculum promotes equality, diversity and inclusion

Why we have chosen this objective: Each of our schools have developed their own curriculum, aligned to their context, demographic and location. This ensures that our curriculum is inclusive and promotes diversity, and addresses our mission of making learning irresistible for all.

To achieve this objective, we plan to: Across our Trust critical friend groups will address this question when reviewing the curriculum.

Progress we are making towards this objective: Ongoing and critical review of the curriculum forms an integral part of our school to school support model and EDI is a specific lens we use to review and evaluate the curriculum.

Objective 2: All learners will make progress, children with SEND, EAL will make progress.

Why we have chosen this objective: The Trust is committed to inclusion and our practice will be reviewed and developed to ensure that we meet our mission and values.

To achieve this objective we plan to: Ensure high quality professional development is in place to enable teachers and teaching assistants to enact best practice in an adaptive pedagogy.

Progress we are making towards this objective: Identification and provision of high-quality professional development for all Learning Support Assistants is planned. This is a Trust

Improvement Priority 2025-26. Formative and summative outcomes data is scrutinised by our Local Academy Committee (LACs) and the Quality of Education Committee. Outcomes data will explicitly be monitored to establish that all children make progress.

Objective 3: Equal representation of trustees, governors and staff at all levels

Why we have chosen this objective: To ensure our communities are represented and seen across our Trust schools and that governance and our workforce is recruited to reflect diversity and inclusion.

To achieve this objective we plan to: recruit community and family governors across all Local Academy Committees (LACs). Monitoring equal representation at governance level by collecting and publishing governing board members' diversity data. Continue to commit to employment in line with Equalities Act 2010.

Progress we are making towards this objective: We continue to focus on the recruitment of diverse voices across each tier of governance and this is an ongoing strand of our Governance Priority in the Trust Improvement Plan 2025-26.

Objective 4: Ensure all communication with parents and carers is accessible for all families.

Why we have chosen this objective: There is a diversity of culture in our trust schools with families new to the UK who have English as an additional language.

To achieve this objective we plan to: Review all documentation and communication to ensure that it is written in plain English, accessible to all stakeholders including Trust policies kept to a reasonable length.

Progress we are making towards this objective: All school and Trust policies and communications are reviewed to ensure that the language is accessible for all. Additionally, we provide guidance for parents and carers to support translation of Policies. Pilgrims' Way School undertook Bilingual and Multilingual Language Training and has been awarded



Objective 5: Have in place recruitment practices which support equality, diversity and promote inclusion

Why we have chosen this objective: This our aligns with our values.

To achieve this objective we plan to: Ensure all job adverts include a statement about flexible working and that the Trust achieves the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by' September

2025, to help address the under-representation of people with disabilities in the school workforce.

Progress towards this objective: All recruitment job advertisements make explicit our commitment to flexible working. We have appointed co-heads and made a number of flexible appointments across the Trust. We are working towards a “Two Ticks” recognition.

Objective 6: To report our gender pay gap on an annual basis and undertake annual analysis of recruitment and promotion to support equality across our workforce.

Why we have chosen this objective: The gender pay gap in education is getting wider. Excellent women are leaving the profession owing to a range of factors, but significantly the lack of flexible working opportunities. To lead on being an irresistible employer we need to embrace employment practices which address practice to embed flexibility.

To achieve this objective, we plan to: Actively promote flexible working. Provide coaching across the Trust to enable them to develop their careers.

Progress towards this objective: Several key roles have been successfully recruited to by actively promoting flexible working. Leadership coaching is established in all our schools. We have additionally completed a gender pay gap report 2023-24 (although not statutorily required). Our Trust Recruitment Policy has been reviewed and enhanced to reflect our commitment to equality across the workforce and to address the The Worker Protection (Amendment of Equality Act 2010) Act 2023. All Trust staff and Governors will have completed Sexual Harassment awareness training by the end of January 2025. The Trust undertakes an annual staff survey and use this to determine key priorities. The overall outcomes of the staff survey 2023-24 reported higher levels of wellbeing. We have a Trust Wellbeing Pledge agreed in 2023-24, and have appointed Menopause Champions in each school.