

MLT Equality Objectives

MLT Equality Objectives (Students)

Equality objective 1	<i>To secure a rich and engaging curriculum delivered by informed professionals in a learning environment that promotes diversity; recognising individuals and groups who share protected characteristics. An awareness, understanding and acceptance of those young people and adults of differing ethnicity, cultural and religious observance, sex, sexual orientation and gender identity will promote community cohesion and prepare young people to be responsible citizens within and beyond each Academy. This is needed to ensure that the incidence of hate related incidents is minimised.</i>
Equality objective 2	<i>To ensure the quality of teaching, learning and assessment and curriculum provision promotes the highest attainment and progress of the most vulnerable and disadvantaged cohorts/groups and serves to diminish the difference from their non-disadvantaged peers.</i>
Equality objective 3	<p>To ensure that targeted vulnerable groups receive equality of access to education by ensuring:</p> <ul style="list-style-type: none"> • Attendance exceeds national averages for all pupils in schools where attendance is below this level <p>OR</p> <ul style="list-style-type: none"> • The attendance of targeted groups exceeds the attendance of all pupils where overall attendance exceeds national average.

MLT Equality Objectives (Staff)

Equality objective 1	To improve the recruitment, retention, progression, development and experience all staff employed by The Maltby Learning Trust to enable the organisation to become an inclusive employer of choice.
Equality objective 2	<i>To ensure that bullying and discrimination is eliminated in all its forms. To ensure that colleagues with protected characteristics feel and are safe, secure and free from discrimination in their working environment.</i>
Equality objective 3	<i>To actively promote gender equality with the aim that the number/proportion of women in senior positions will increase.</i>