



The
Leaf Trust

Unique Primary Schools Growing Together.

Equality Information and Objectives Policy (2024-2028)

Date Policy Adopted:	[Sept 2024 in principle]
Policy Author:	CEO
Policy Monitored by:	Trust Board

Trust Board Ratification: Yes ☒ No ☐

Policy Approved by:	Trust Board	Date of Approval:	May 2025
Review Cycle:	4 Years	Review Date:	May 2029

History of Most Recent Policy Changes

Version	Date	Page	Change	Origin of Change
V1.0	March 2025	Whole Document	New Policy	Formalised the Trust's EDI Objectives.

The Leaf Trust: Equality Information and Objectives Policy (2024–2028)

1. Introduction The Leaf Trust is a values-led Primary Multi-Academy Trust dedicated to creating safe, inclusive, and thriving school communities where every child and adult belongs, grows, and succeeds. This policy sets out how we comply with the Public Sector Equality Duty (PSED) and outlines our Trust-wide Equality Objectives for 2024–2028.

2. Our Commitment to Equality In line with our mission and vision, we are committed to:

- Eliminating discrimination, harassment, victimisation, and any other conduct prohibited under the Equality Act 2010
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

Our policy covers all aspects of Trust operations and applies to pupils (ages 2–11), families, staff, governors, and wider stakeholders.

3. Trust Values and Vision Alignment Our Equality Objectives are rooted in our core values:

- **Belong:** Creating inclusive communities where everyone feels safe and valued
- **Grow:** Investing in continuous learning and development
- **Succeed:** Striving for excellence for every child and every school

Our vision is to be a leading, impactful Primary Trust, known for deep collaboration, educational excellence, and commitment to social equity.

4. Roles and Responsibilities

- The **Trust Board** ensures compliance with equality legislation and reviews this policy every four years.
- The **CEO** and Trust Leadership Team ensure implementation and report on progress.
- **Local Governing Bodies** monitor the delivery of equality objectives within their schools.
- **All staff** are responsible for upholding the principles of this policy in their daily work.

5. Equality Objectives (2024–2028)

Objective 1: Representation Reflects Our Communities *Aim:* Increase the representation of staff from underrepresented ethnic groups and those with disabilities across all levels of the Trust workforce by 2028.

Why: We believe every child should see themselves reflected in the adults around them. A diverse workforce fosters a deeper sense of belonging and improves outcomes for all.

Actions:

- Conduct annual workforce diversity audits
- Review recruitment practices and use inclusive advertising platforms
- Share diverse role model stories through Trust communications
- Train leaders on inclusive hiring practices

Objective 2: Promote Equitable Access and Achievement for All Learners *Aim:* Narrow attainment gaps for key pupil groups, including those eligible for Pupil Premium, those with SEND, and pupils from minority ethnic backgrounds.

Why: Every child, regardless of background or need, deserves a joyful and ambitious education that enables them to thrive.

Actions:

- Use Trust-wide data systems to track group-level progress and attainment
- Share effective interventions across schools via collaborative networks
- Monitor curriculum accessibility and representation
- Align support with Inclusion and Pupil Premium strategies

Objective 3: Strengthen Inclusive Cultures and Practices *Aim:* Embed a culture of respect, inclusion, and celebration of diversity across the Trust, with zero tolerance for discriminatory language or behaviour.

Why: Our children deserve to grow up in environments where difference is respected, and inclusion is the norm.

Actions:

- Deliver Trust-wide EDI training for staff, including allyship and unconscious bias
- Promote curriculum content that reflects diverse experiences
- Celebrate national and international diversity days and events
- Establish pupil voice groups to champion inclusion and respect

Objective 4: Monitor and Reduce Disproportionate Suspensions *Aim:* Monitor suspension data for disproportionality across groups (e.g. SEND, ethnicity, gender) and implement responsive strategies.

Why: Suspension practices must be fair, appropriate, and used as a last resort. Children must be supported to stay included in learning.

Actions:

- Track suspension data termly by pupil group and share with leaders
- Support schools to review and refine behaviour policies with an inclusion lens
- Provide targeted training and support where disproportionality is identified
- Develop alternatives to suspension, including nurture provision and restorative practices

Objective 5: Improve Attendance Equity for All Pupil Groups. *Aim:* By 2028, reduce persistent absence across all schools to below the National figure, with no group (including pupils with SEND, those eligible for Pupil Premium, and pupils from minority ethnic backgrounds) exceeding this threshold disproportionately.

Why: Regular attendance is essential for every child to belong, grow, and succeed. Disproportionate absence among specific groups risks deepening disadvantage and educational inequality.

Actions:

- Monitor attendance data termly by pupil group at Trust and school level
- Implement early intervention and family support where patterns of absence are identified
- Ensure that inclusive, pastoral-led approaches to attendance are embedded in all schools
- Review policies and communication to ensure they are culturally and contextually appropriate for all families

6. Monitoring and Review

- Progress on equality objectives will be reviewed annually by the Trust Board.
- Each school will report termly on relevant data including pupil outcomes, exclusions, and staff representation.
- Objectives will be reviewed and updated at least every four years, or sooner in response to significant changes in law or Trust strategy.