

2026 – 2030 Equality Objectives

Academy trusts are required to comply with the Public Sector Equality Duty under section 149 of the Equality Act 2010 and, through the Equality Act 2010 (Specific Duties) Regulations 2011, must publish information showing how they meet this duty. The proposed BDAT Equality Objectives for 2026–2030 have therefore been developed to meet these statutory expectations while aligning with the Trust’s values of Inclusivity, Compassion, Aspiration, Resilience and Excellence. They set out a four-year strategic plan to strengthen equity, inclusion and opportunity for all, delivered through a staged approach in which priorities are identified, embedded and reviewed annually to ensure the Trust’s work remains responsive, impactful and aligned to emerging needs.

BELONGING MATTERS

**Belonging is about ensuring that every child,
regardless of their faith, background, experiences or needs,
feels valued and included within our family of schools**



BDAT Equality and Diversity Objectives 2026-2030

These Equality, Diversity and Inclusion Objectives set out BDAT's four-year strategic plan for the period 2026–2030, reflecting our ongoing commitment to ensuring equity, inclusion and opportunity for all. This plan will be delivered through a staged approach, with priorities identified and embedded progressively over the four-year cycle. A formal review will take place annually to evaluate progress, respond to emerging needs, and establish a clear focus for the following year, ensuring that our approach remains responsive, impactful and aligned to our Trust values.

Our Equality Objective are:

Inclusivity

BDAT will embed Trust-wide inclusion standards across all schools, ensuring that staff and pupil voice is used to identify barriers, inform inclusive practice and improve access, belonging and participation for all groups.

Compassion

BDAT will further strengthen inclusive safeguarding, wellbeing and reporting systems so that staff and pupils know how to seek support, feel listened to, and experience a culture of kindness, respect and timely intervention.

Aspiration

BDAT will develop clearer and more equitable pathways for guidance, mentoring, progression and recognition, ensuring that pupils and staff can access opportunities that support ambition, informed decision-making and personal growth.

Resilience

BDAT will improve inclusion, engagement and resilience by strengthening approaches to attendance, belonging, pastoral support and staff wellbeing, using data to identify need, target support and monitor impact.

Excellence

BDAT will use inclusive curriculum, teaching, assessment practice and performance data to identify and reduce attainment and participation gaps, ensuring that all learners are supported and challenged to achieve highly.

We will achieve this in **year one** by:

Inclusivity

- Utilising the DfE National Inclusion Standards, BDAT will publish a Trust-wide Inclusion Strategy by September 2026 setting out our vision, key principles and priorities to enable all children to achieve and thrive.

- Supporting each school to produce and publish a school-level Inclusion Strategy by 31st December 2026, bespoke to the needs of their individual children and communities, recognising and valuing the diversity within each school.
- Using staff and pupil voice activities during 2026-2027 to identify common barriers to inclusion, belonging and participation, and agree responsive actions to refine and improve our Inclusion plans and priorities.
- Reviewing progress annually through school and Trust-level reporting, collating evidence of improved accessibility, belonging, participation and equitable outcomes for all groups.

Compassion

- Review reporting, safeguarding and wellbeing pathways by December 2026 to ensure they are clear, accessible and consistently communicated.
- Providing staff development during 2026-2027 on compassionate, restorative and inclusive practice, supporting a culture where all individuals feel valued, respected and able to belong.
- Using wellbeing, safeguarding and student/staff voice data to monitor confidence in reporting systems and evaluate the impact of early support.
- Continue to promote an inclusive culture that supports the wellbeing, engagement and retention of a diverse workforce.

Aspiration

- Mapping existing mentoring, guidance, progression and recognition opportunities across the Trust by December 2026.
- Further identify any gaps in access, participation or progression, and agree targeted actions for pupils and staff development during 2026-2027.
- Report annually on participation, progression and recognition data to evaluate whether opportunities are being accessed equitably and to confirm opportunities are available for all groups of staff and students.
- Continue to promote equitable access to leadership, professional development and career progression opportunities, supporting succession planning and talent development across a diverse workforce.

Resilience

- Use attendance, behaviour, wellbeing and engagement data during 2026-2027 to identify individuals or groups requiring additional support.
- Continue to strengthen pastoral and restorative approaches across schools through shared expectations, resources and reflective practice.
- Use Trust engagement strategies to monitor staff workload and wellbeing indicators annually to support equity, sustainability and continuous improvement.
- Review workforce data annually to identify trends in recruitment, retention and staff experience, using findings to strengthen workforce resilience and belonging across the Trust.

Excellence

- Continue to identify key attainment, progress and participation gaps across schools using agreed data points during 2026-2027, with a focus on reducing inequalities between groups.
- Continue to support schools to strengthen inclusive and adaptive teaching and curriculum practice through targeted professional development and quality assurance.
- Continue to evaluate and report progress annually, using evidence to refine, support and challenge school improvement priorities.
- Strengthen recruitment, development and retention practices across the Trust to attract, support and retain a diverse and highly skilled workforce that reflects and serves our communities.