True Learning Partnership
Equality Objectives 2026–2030

At True Learning Partnership, we believe that everyone should be treated fairly, feel valued and have the opportunity to succeed. Our equality objectives reflect our commitment to creating inclusive schools and workplaces where everyone feels a strong sense of belonging.

Our equality objectives are an directly related to *TLP 2030: Our Strategy for Excellence*, which sets out our shared ambition to provide an exceptional education for every child and young person while creating an environment in which all colleagues can thrive. They reflect our Trust values of being Aspirational, Collaborative, Compassionate, Curious and Inclusive, and support our strategic commitment to high-quality teaching, an ambitious curriculum, inclusion, professional development and effective leadership.

Through these objectives, we aim to ensure that equality is not simply a statutory responsibility, but a fundamental part of how we work, make decisions and improve outcomes across the Trust.

1. Equality of Opportunity for Every Pupil

Objective
To promote equality of opportunity for all children and young people, ensuring that individual characteristics, backgrounds and circumstances do not create barriers to participation, achievement or success.

Our Commitment
We will work to identify and reduce inequalities in educational experiences and outcomes, with particular attention to disadvantaged pupils, pupils with special educational needs and disabilities (SEND), and those with protected characteristics. Through inclusive practice, high-quality teaching and targeted support, we will ensure that every pupil has the opportunity to thrive academically, socially and personally.

How We Will Measure Success
- **Attendance:** Monitor attendance across different pupil groups and aim to reduce identified attendance gaps by at least 10% from their 2026 baseline by 2030.
- **Achievement:** Monitor educational outcomes for different pupil groups, with the aim of narrowing identified attainment gaps over the four-year period.
- **Suspensions:** Reduce disparities in suspension rates between pupil groups, particularly pupils with SEND and disadvantaged pupils.
- **Belonging:** Use annual pupil surveys to measure feelings of safety, inclusion and belonging, aiming for at least 90% of pupils to report positively by 2030.
- **Participation:** Monitor participation in enrichment activities to ensure that pupils from different backgrounds have equitable access to wider school opportunities.

2. Equality of Opportunity for Every Colleague

Objective
To create an inclusive working environment in which all colleagues are valued, respected and supported to develop, progress and achieve their professional potential.

Our Commitment
We will promote fairness and equality throughout recruitment, employment, professional development and career progression. We will actively seek to remove barriers, challenge discrimination and ensure that colleagues from all backgrounds have equal opportunities to contribute to and succeed within the Trust.

How We Will Measure Success
- **Recruitment:** Review recruitment information annually to identify and address potential inequalities in applications, shortlisting and appointments.
- **Professional Development:** Monitor participation in professional development, including NPQs, apprenticeships and postgraduate qualifications, to ensure equitable access across different staff groups.
- **Career Progression:** Review internal promotions and leadership appointments annually to identify and address potential barriers to progression.
- **Staff Experience:** Use annual staff surveys to measure perceptions of fairness, inclusion and belonging, aiming for at least 90% positive responses by 2030.
- **Retention:** Monitor staff retention across different groups and investigate any significant differences.

3. Equality Through Inclusive Leadership and Governance

Objective
To embed equality, diversity and inclusion within leadership, governance and decision-making, ensuring that the Trust's policies, practices and culture reflect its commitment to fairness, respect and belonging.

Our Commitment
We will ensure that equality considerations inform strategic decisions, policies and everyday practice across the Trust. Through inclusive leadership, meaningful engagement with our communities and effective governance, we will foster a culture in which diversity is valued, discrimination is challenged and every individual is treated with dignity and respect.

How We Will Measure Success
- **Policy Review:** Ensure that 100% of Trust-wide policies are reviewed for equality implications as part of their scheduled review cycle.
- **Leadership Development:** Ensure that all Trustees, governors and senior leaders complete relevant equality and inclusion training at least once every three years.

- **Governance:** Review equality information and progress against the Trust's equality objectives annually at Trustee level.
- **Community Engagement:** Gather feedback from pupils, parents and colleagues annually to identify opportunities to strengthen inclusion and equality.
- **Accountability:** Publish an annual update on progress against our equality objectives, identifying achievements and areas requiring further improvement.