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Equality & Diversity Objectives 2026-2029

The Cranmer Education Trust respects and celebrates the diversity within our community and is committed to providing an environment which ensures that all students and staff are treated with dignity and respect. We seek to provide a positive learning and working environment, free from discrimination, harassment, or victimisation.
We are committed to fulfilling our statutory duties under the Equality Act 2010 tackling all forms of discrimination by:

- eliminating discrimination and other conduct that is prohibited by the Act,
- advancing equality of opportunity between people who share a protected characteristic and people who do not share it,
- fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Cranmer Education Trust is an Equal Opportunities Employer and welcomes applicants from all groups. Trust Equality Policy: http://cranmereducationtrust.com/trust-policies/

Our Trust and Schools' Equality Objectives for 2026-2029 are as follows:

Equality Objective 1 – Inclusive Education

Our ambition is to make inclusive education simply how we do mainstream education where our schools are increasingly inclusive places where every child belongs, participates, learns and succeeds.

Every child should know that they are valued and heard and that the adults around them are ambitious for their future, Over the next three years we will strengthen inclusive mainstream education across our Trust by improving how we teach, identify and respond to need, remove barriers to learning and participation and create a strong sense of belonging.

Our schools are different and starting from different places, we will build on their strengths, learn from each other and develop approaches that respond to their pupils and communities.

Actions:

1. **Whole Trust INSET Day "Belong 26"** – Whole staff day to devote time to think honestly and practically about what inclusion means in our own work.
2. **Appointment of Director of Inclusion** - January 2026
3. **Inclusion strategic team -** developing inclusive provision in our schools, trust wide collaboration, building the knowledge, confidence and expertise of staff to make inclusion everyone's responsibility.
4. **Resourced Bases** – develop inclusion bases as part of wider continuum of support, helping pupils access the right provision while remaining part of their school community.

Equality Objective 2 – Equality, Dignity and Belonging across our Schools

To ensure that equality, dignity, safety and belonging are embedded in how we educate, safeguard, employ, develop and work together across the Trust.

Actions:

1. **Strengthen safeguarding culture,** ensuring that all new staff understand CET's safeguarding culture and expectations from induction and that all staff receive continuing development appropriate to their role.
2. **Continue the implementation of the GM Race Equality Framework via the CET 5-year plan** developing practice progressively using established safeguarding and governance assurance practice, but also through other Trust Leadership Communities as relevant as the audit progresses. The current identified priorities following year 1 include work on racist-language reporting, incident analysis, pupil voice and staff training.

3. **Build on our established work to eliminate sexual violence and sexual harassment,** with an increasing emphasis on prevention through PSHE, alongside strong safeguarding practice, reporting and pupil voice**.**
4. **Continue to develop PSHE curriculum, provision which actively promotes equality, respect and belonging**, with particular attention to healthy and respectful relationships, sexual harassment and harmful behaviours.
5. **Meet and assure the Trust's preventative duty in relation to workplace sexual harassment**, maintaining appropriate risk assessment, policy, staff training, reporting arrangements and preventative action, building on CET's Dignity at Work Policy 2026.
6. **Use Trust Leadership Communities** and other Trust-wide professional forums to drive equality and inclusive practice collaboratively, enabling colleagues across schools to develop approaches together, share expertise, learn from practice and support implementation.
7. **Listen, learn and assure,** using pupil, family and staff voice alongside appropriate information, review and governance challenge to understand experience, identify inequality and demonstrate the impact of our work. CET's established safeguarding assurance arrangements already provide mechanisms for audit, training information, compliance reporting and governance challenge.