EQUALITY OBJECTIVES
Pegasus Academy Trust 2026-2030

Introduction

The Pegasus Academy Trust is an inclusive Trust committed to actively promoting equality for all groups, providing an education and workplace free from discrimination, harassment, and victimisation, and fostering equity across all our schools. In accordance with the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)**, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Our four key principles:

1. **Equal value and fairness:** All members of our community—pupils, staff, governors, parents, and visitors—are of equal value and treated fairly regardless of age, gender, disability, marriage and civil partnership, pregnancy and maternity, race (including ethnicity, culture, and national origin), religion or belief (including lack of belief), sex, or sexual orientation;
2. **Celebrating diversity and removing barriers:** We celebrate our differences and recognise diversity as a strength. We proactively identify and remove barriers to access, participation, and achievement across all protected characteristics;
3. **Cohesion and mutual respect:** We foster positive attitudes, mutual respect, and a sense of belonging between different groups, ensuring our policies and procedures promote cohesion across the Trust community;
4. **High expectations for all:** We hold high aspirations for every child and prioritise raising standards for all pupils, particularly those who are disadvantaged or have Special Educational Needs and Disabilities (SEND).

Our equality objectives (2026–2030)

1. **Closing attainment gaps:** By **July 2030**, reduce the attainment gap at the end of Key Stage 2 in combined reading, writing, and mathematics between disadvantaged pupils (Pupil Premium Grant – 'PPG') and pupils with SEND compared to their peers, narrowing the gap across Trust schools;
2. **Inclusive and representative curriculum:** By **July 2028**, complete a Trust-wide curriculum audit across all foundation subjects to ensure 100% of our schemes of work reflect diverse histories, cultures, and protected characteristics, validated this through annual pupil voice surveys showing at least 90% of pupils feel represented;
3. **Cultural capital and enrichment access:** By **July 2029**, increase the participation rate of disadvantaged PPG pupils and pupils with SEND in extra-curricular clubs, leadership roles, and educational visits to achieve parity with non-disadvantaged peers;
4. **Tackling prejudice-related incidents:** By **July 2030**, educate children on any discriminatory incidents (including racist, homophobic, sexist, and disability-related incidents) that take place through targeted PSHE/RSE delivery and restorative practice, with 100% of incidents logged, addressed, and reviewed by Trust leaders;
5. **Inclusive workforce and leadership:** By **July 2030**, review Trust recruitment, retention, and progression pathways to identify and address any representation gaps across protected characteristics – looking particularly at increasing diversity senior leadership levels.

Annual publication and review

Progress against these objectives is reviewed annually by the Trust Board. Further information—including our **Equalities Policy** can be found on our website at:
https://www.pegasusacademytrust.org/policies-and-forms