

Equality Objectives

2026 – 2030

This document applies to all academies and operations of Cambrian Learning Trust.

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Contents

Objective 1	3
Objective 2	3
Objective 3	4

The Equality Act 2010 sets out that all public bodies will publish equalities objectives every four years. This document identifies the equalities objectives that the Cambrian Learning Trust has chosen for the next four years, from 2025 to 2029, with focus on improving equality, diversity and inclusion (EDI)

We recognise and take very seriously our responsibilities both as an employer and as a provider of a service to members of the public.

Each of our schools publishes its own equality statement and objectives. This document outlines the objectives for the Trust as a whole and for the Trust Central Team.

Objective 1

Reduce Attainment & Inclusion gaps for protected groups

Objective

Ensure pupils from protected groups experience equitable access, high-quality teaching, and inclusive cultures, reducing gaps in attainment, attendance, and suspensions.

Actions

- **Targeted Data Insight** - Termly trust-wide analysis of attainment, attendance, behaviour and inclusion – reports shared with governors and Trustees for challenge.
- **Inclusion & Culture Reviews** - Annual Trust reviews to ensure representation, accessibility, and removal of barriers e.g., attendance, curriculum, learning.
- **Quality Assurance** - Trust-wide monitoring of interventions (SEND, Attendance, Pastoral) to ensure they are evidence-based, timely, and impactful.

Objective 2

Ensure all pupils have access to High-Quality Adaptive Teaching, with highly trained staff in the delivery of this

Objective

Embed consistent, high-quality adaptive teaching in every classroom so that pupils - particularly those with SEND, EAL, disadvantaged backgrounds, who are young carers, or other protected characteristics - experience equitable access to the curriculum. Ensure staff have the training, tools and confidence to deliver adaptive practice effectively.

Actions

- **Trust High Quality Adaptive Teaching Framework** - Develop and implement a trust-wide framework defining what high-quality adaptive teaching looks like in primary and secondary settings. QA during Trust reviews annually.
- **Professional Learning & Coaching** Deliver a structured CPD programme for all staff, including ECTs, support staff and leaders focused on adaptive practice, scaffolding, cognitive load, language development, and SEND accessibility. Provide coaching cycles in each school.
- **Curriculum Reviews** - Conduct annual audits covering curriculum access for pupils with SEND, EAL and other protected groups. Review curriculum access, lesson materials, oracy and reading support, scaffolds, vocabulary instruction and assessment adaptations. Use findings to work with schools to refine teaching practice and intervention planning.

Objective 3

Strengthen Workforce Diversity, Representation and Equitable progression across CLT

Objective

Ensure Cambrian Learning Trust's workforce reflects the diversity of its communities and that all staff, including those with protected characteristics, experience fair, transparent and equitable opportunities for recruitment, development, leadership progression and professional recognition.

Actions

Inclusive recruitment framework - Implement a trust-wide recruitment framework including anonymised shortlisting, diverse panels, bias-aware decision making and annual monitoring of recruitment patterns across protected groups.

Leadership pathways Further embedding of leadership pathways to support progression for staff from under-represented groups. Track progression annually e.g., aspiring leaders, leading teachers.

Annual workforce Diversity & Experience audit - Conduct a trust-wide audit analysing workforce diversity, retention, promotion rates, and staff experience of inclusion and belonging. Publish findings and actions each year.