

**Lionheart Educational Trust**

**Equality, Diversity and Inclusion Action Plan 2026 – 2030**

**1. Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the Equality Act 2010**

<b>Objective</b>	<b>Action</b>	<b>Anticipated impact</b>	<b>Progress update - 2027</b>
Continue to tackle any forms of derogatory language including racism, misogyny, homophobia and transphobia within the student population.			
Ensure that everyone has a good understanding of their roles and responsibilities in relation to eliminating unlawful conduct.	<p>Introduce mandatory training for new staff and governors and refresher courses for existing staff and governors.</p> <p>Produce training, guidance and resources to ensure everyone understands their responsibility to eliminate sexual harassment.</p> <p>Ensure staff involved in recruitment attend appropriate training.</p>	<p>Ensuring a clear programme of training for staff on their legal and moral responsibilities in relation to equality, diversity and inclusion will help to eliminate any forms of unlawful treatment.</p> <p>It will be important to continually review and refresh the training to ensure it remains up to date and relevant to all.</p>	

**2. Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic**

Objective	Action	Anticipated impact	Progress update – 2027
<p>Understand the trust population and take positive action to facilitate inclusion, diversity and equity of opportunity.</p>	<p>Carry out regular analysis of staff and student populations by protected characteristics.</p> <p>Identify actions to ensure people with different protected characteristics have equitable access to opportunities for progression etc.</p> <p>Understand the role of unconscious bias in decision-making and introduce measures to mitigate it.</p>	<p>Staff and student populations which align, wherever possible.</p> <p>Leadership populations reflect teaching, associate and student populations.</p> <p>A strong understanding of unconscious bias in decision making.</p>	
<p>Continue to develop students understanding and awareness of issues faced by people with different protected characteristics.</p>	<p>PDC and assembly programmes linked to protected characteristics</p> <p>Regular collation of pupil voice.</p>	<p>Pupils able to articulate and understand the issues faced by those with protected characteristics.</p>	
<p>Ensure that staff with protected characteristics are supported to identify barriers to progression and enabled to overcome these.</p>	<p>Continue work to collect and record protected characteristics for staff to aid monitoring and reporting of progress.</p>	<p>Equitable opportunities for progression for different protected characteristics.</p>	

	<p>Ensure policies are kept up to date with changes to legislation.</p> <p>Ensure leadership and management development training explicitly covers equality, diversity and inclusion.</p>		
Continue to pro-actively address the Gender Pay Gap and explore producing a Race Pay Gap and a Disability Pay Gap	Complete the 2026 Gender Pay Gap submission and develop an action plan to address the findings.	Improvements to the pay gap results meaning the trust's population is more equitable.	

### 3. Foster good relations between people who share and people who do not share a relevant protected characteristic

Objective	Action	Anticipated impact	Progress update – 2027
Improved outcomes for all students.	Equity in all adaptive teaching and intervention planning.	Students from all backgrounds having the opportunity to progress in their chosen field and be successful in their career.	
Find ways to increase participation to co-curricular opportunities for those students with specific	Track and monitor attendance.  Removing barriers to ensure equity.	An increased sense of belonging and engagement from all students as well as ensuring co-curricular	

protected characteristics or other vulnerable groups.	Pupil voice to tailor the experiences.	opportunities are available to all.	
Acknowledge and celebrate a range of cultural and significant events to further foster mutual respect.	Hold regular events which are accessible to all which celebrate our differences.	Creating opportunities for people to celebrate events that fall outside of their own culture/religion will expand knowledge and understanding across the trust..	

**4. Celebrate the diversity of our community in its many forms, recognise the value that everyone brings and create a sense of inclusion and belonging for all.**

<b>Objective</b>	<b>Action</b>	<b>Anticipated impact</b>	<b>Progress update – 2027</b>
Ensure that feedback from everyone is listened to and acted upon.	Annual staff surveys which are analysed by protected characteristic (where possible).  Continue to promote staff networks.	Analysing feedback through the lens of protected characteristics will help to understand different experiences for people with different characteristics which can then be addressed.  Enabling people with similar life experiences or characteristics to meet informally will create opportunities for them to share their experiences to aid greater understanding within the trust.	

<p>Ensure that all new activity is introduced in a way that advances the trust mission and enables people to feel valued, respected and to achieve their full potential.</p>	<p>Ensure that new people practices, e.g. review of performance review is implemented in a way that furthers inclusion and belonging.</p>	<p>Ensuring that equality, diversity and inclusion is at the forefront of any new pieces of work or projects means that inclusion and belonging becomes embedded in every-day practices.</p>	
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