

UniCAT - EDI Action Plan



Vision and Commitment

Trust Vision

For all young people to be inspired by an excellent education that raises their aspirations and enriches their lives

Trust Mission

To create a vibrant inclusive and aspirational family of academies, transforming life chances for young people through excellent teaching and learning

Challenge Thinking - Global Thinkers: Pillar 2

- Diversity within curricula – ITT – NPQ – LGB - Academy and Trust Leadership
- Global citizens: What does each Phase mean to us and why? Social Justice and Learner development

Legal and Policy Context

Reference the Equality Act 2010

- Ensure compliance with anti-discrimination legislation.
- Understand its role in promoting equality and protecting individuals.

Reference the Public Sector Equality Duty (PSED)

- Duty to eliminate discrimination, advance equality, and foster good relations.
- Applies to all public bodies, including schools.

Identify protected characteristics relevant to our academy community

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality Objectives

- **Inclusive Curriculum & Pedagogy:** Integrating diverse perspectives and materials.
- **Staff Training & Development:** Recruiting, developing and supporting diverse staff.
- **Student Voice & Leadership:** Creating student focus and representation for EDI
- **Community Engagement:** Partnering with families and local organisations

Action Steps

Objective	Actions	Responsible	Timeline	Success Indicator
1. Inclusive curriculum and pedagogy	<ul style="list-style-type: none"> - Audit curriculum for diverse representation - Include global perspectives in lessons - Leaders will have oversight and take responsibility for ensuring equitable student outcomes. - Learning is designed and delivered as anti-racist, anti-discriminatory, accessible and inclusive. 	Curriculum Leads	ongoing	Audits completed 25/26
2. Staff Training & Development	<ul style="list-style-type: none"> - Deliver unconscious bias training for Lead Learners - Whole staff - Provide CPD on inclusive teaching and adaptive practice - Leaders will take responsibility for ensuring an equitable experience for staff - As a collective, we commit to creating an environment where all staff and pupils respect the rights of others to hold different beliefs and opinions. 	AIT with Lead Learners AIT at Whole Trust INSET	Feb 25 Nov 2025	90% of staff trained.
3. Student Voice & Leadership	<ul style="list-style-type: none"> - Ensure diverse representatives in young governors and pupil voice - Conduct annual pupil surveys 	Academy SLT	Aut 25	Representation evident and student voice results published
4. Community Engagement	<ul style="list-style-type: none"> - Host EDI awareness events - Partner with local diversity organizations - Leaders will demonstrate competency in handling complaints related to discriminatory matters. 	Academy SLT	Spring 26	Increased parental engagement Use ACTION approach

Prompt: Detail actions to achieve objectives (curriculum review, staff training, anti-discrimination policies, community engagement).

Monitoring and Evaluation

Data Collection: Track attendance, achievement gaps, and representation.

Feedback: Gather input from students, staff, and parents.

Communication

The plan will be shared with staff, pupils, governors, and parents. Ensure visibility on the school website.

EDI Audit Checklist

Audit Item	Status (Yes/No)
Is there a published Equality Policy?	Yes
Are equality objectives published on the school website?	Yes
Has pupil and staff data been analyzed for gaps?	[]
Is there evidence of inclusive curriculum planning?	Yes
Have staff received EDI training?	Yes
Is progress reviewed and reported regularly?	Yes
Is the EDI plan communicated to all stakeholders?	Yes

The ACTION Framework

A — Acknowledge your reality

Name what you're bringing into the room: experience, pressure, emotion. It affects everything.

C — Consider your stories

Notice the assumptions and narratives shaping your reactions.

T — Tune in to your emotions

Stay aware of what's happening internally, so it doesn't spill out unintentionally.

I — Interrupt old ways

Catch the urge to fix, defend or dismiss, and pause.

O — Open up to new ways

Stay curious, especially when the conversation gets uncomfortable.

N — Notice the impact by listening

Impact is what lands. Listening is how you find it.