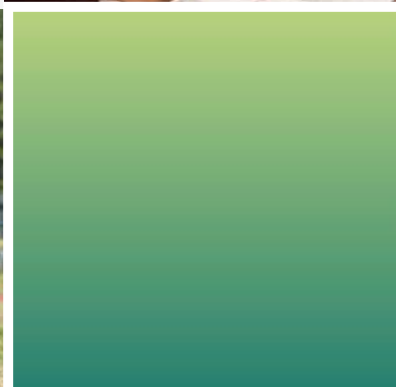
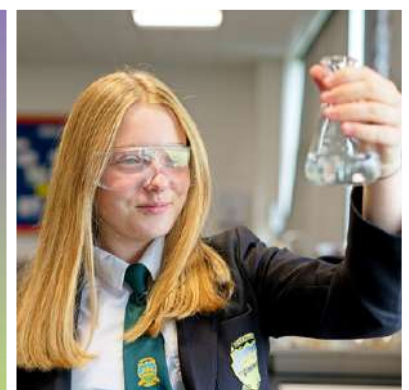


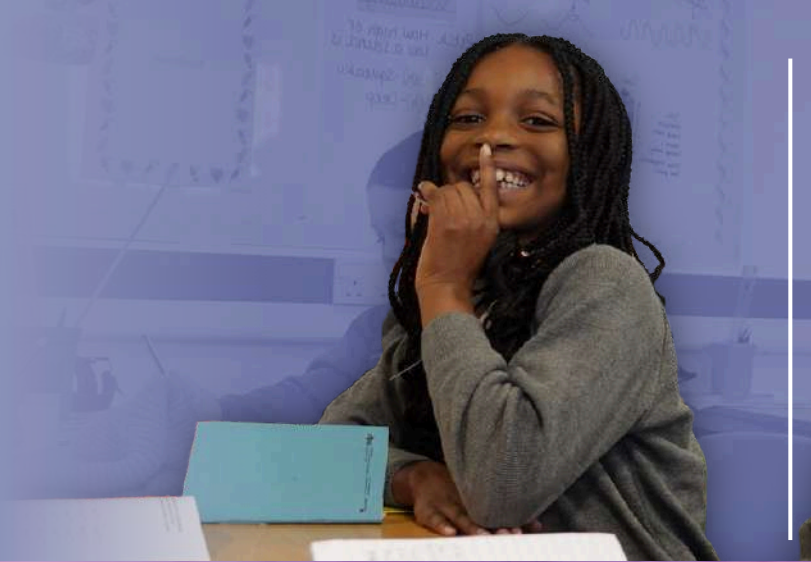


Annual Review of Equality Objectives 2025



What do we **do**?

Our single priority is to improve outcomes for children.



Why do we **exist**?

To improve the life chances of every one of our children by enabling them to overcome barriers and compete with the best.



How do we **behave**?

- With **kindness**:
We look out for each other.
- With **integrity**:
We do the right thing.
- With **tenacity**:
We do what it takes.



How will we **succeed**?

- Through
- ✓ **clarity**
 - ✓ **collaboration**
 - ✓ **accountability**
 - ✓ **academic rigour**





As we present this year's annual review of our Equality Objectives, I am heartened by the collective progress we have made in ensuring that every pupil in our Trust is afforded every opportunity to flourish, regardless of background or need.

At the heart of our work is a commitment to equality of opportunity in all aspects of school life, a cornerstone of our Trust's mission and responsibility. You can see the full scope of our Equality Objectives including fostering respectful, safe learning environments, embedding tolerance and kindness in our personal development curriculum, and narrowing attainment gaps by race, gender, and disability captured within our Equality Statement and Objectives published on our website.

Over the past year, our schools have made tangible strides. These successes are a testament to the dedication of our colleagues at every level from central services to teaching and support staff working collaboratively to uphold the values of Kindness, Integrity, and Tenacity that define our Trust. They reflect our vision of learning environments where pupils not only achieve but do so within cultures of compassion, respect, and high expectation. Yet, our journey continues with clear priorities identified for the year ahead.

I am immensely proud of how far we have come and am confident that, together, we will continue to champion a broad, inclusive, and equitable education system for all young people in the communities we serve.

David Donnelly

David Donnelly
Chief Executive Officer

The Heath Family Trust's Equality Objectives:

- to ensure all pupils have equality of opportunity in all aspects of school life;
- to provide a respectful, safe environment where any discrimination is challenged;
- to ensure our personal development curriculum focuses on tolerance, kindness and diversity which impacts positively on pupils' character;
- to review pupil achievement by race, gender and disability and act upon any trends or patterns in this data to narrow attainment gaps;
- to reduce exclusion rates for vulnerable student groups including pupils with SEND;
- to improve attendance of disadvantaged and SEND pupils to narrow the gaps.



Annual Summary 2025

In line with the Public Sector Equality Duty (PSED), The Heath Family Trust is required to review and publish progress towards our Equality Objectives each year. This annual report brings together a comprehensive analysis of outcomes across our schools, drawing on Ofsted inspections, internal quality assurance, pupil surveys, safeguarding reviews, attendance and attainment data, and exclusion records.

Our aim is to demonstrate not only compliance with statutory duties, but also the depth of our commitment to equality, diversity and inclusion for every child in our care.

Key Achievements in 2024–25

Inclusive cultures and ethos

- Ofsted inspections across the Trust have consistently recognised the inclusive ethos of our schools, noting ambitious curriculum reform, effective SEND provision, and the breadth of personal development opportunities.
- Pupils report that they feel safe, respected and supported. Equality, diversity and tolerance are embedded not only in taught lessons but also in enrichment, leadership roles and wider school life.

Personal development and enrichment

- Clubs, trips, leadership opportunities and enrichment programmes are increasingly accessed by pupils from underrepresented groups. This reflects leaders' deliberate efforts to monitor participation data, respond to pupil voice, and ensure that every child has the opportunity to lead, contribute and achieve.
- The Trust's SHINE framework for Personal Development has begun to provide greater alignment and consistency across schools, helping to ensure that tolerance, kindness and diversity are lived values across all settings.

SEND and disadvantage

- In primary schools, the attendance and attainment of pupils with SEND continue to exceed national benchmarks. Targeted support has helped keep gaps smaller than national levels, showing that inclusive practice is having measurable impact.
- Exclusions for pupils with Education, Health and Care Plans (EHCPs) and for disadvantaged groups have fallen significantly in several schools, with overall exclusions at primary level now at very low levels.
- In secondary schools, positive reductions have been made in exclusion rates for pupils with SEND and disadvantaged pupils.

Attainment equity

- Attainment data across both primary and secondary schools shows no consistent disadvantage for pupils from minority ethnic groups, with many achieving outcomes in line with or above their peers.
- Gender attainment gaps are generally small, though variation between schools means that this continues to be monitored.
- In the majority of Trust schools, the attainment of pupils with SEND is above national average, significantly narrowing the attainment gap between pupils with SEND and those with no SEND.



Priorities for 2025–26

Our evidence base shows strong progress, but also highlights areas where improvement must continue. In the coming year, we will:

- Strengthen attendance in secondary schools, particularly for disadvantaged pupils and pupils with SEND.
- Continue to reduce exclusion rates for vulnerable groups by embedding inclusive practices consistently and sharing effective strategies across schools.
- Further develop pupil voice tools and evaluation methods, so that we gain deeper insight into the lived experiences of our pupils and the impact of our Personal Development curriculum.
- Fully embed the SHINE curriculum across our primary schools to create a unified framework for Personal Development.
- Sustain focus on reducing SEND and disadvantaged attainment gaps
- Ensure our monitoring of outcomes by race, gender and disability is used proactively to identify early patterns and respond quickly.



Conclusion

This review demonstrates the significant work undertaken across the Trust to promote equality of opportunity, foster safe and respectful learning environments, and challenge disadvantage. The progress made reflects not only the commitment of our leaders, teachers and support staff, but also the depth of our data collection, analysis and evaluation processes.

By systematically examining evidence from across all schools, we are able to identify strengths, target areas for development, and hold ourselves accountable for impact. This rigorous approach is central to our ambition: to ensure that every young person we serve can flourish academically, socially and personally, regardless of background or need.

The Heath Family Trust remains firmly committed to advancing equality, diversity and inclusion. Together, we will continue to champion an education system that is ambitious, inclusive and equitable for all.

