


Action Plan

Equality Objectives: PLP

Approved by:	Trust Board
Date:	Autumn 2025
Review Date:	Autumn 2026
This policy applies to:	

Equality Objectives Action Plan

Providence Learning Partnership (PLP) is committed to Equality, Diversity and Inclusion and in accordance with our duties under The Equality Act are pleased to publish our objectives in respect of the Public Sector Equality Duty (PSED).

The Equality Act (PSED) General Duties are:

- Eliminate unlawful discrimination, harassment and victimisation and 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.

The table below outlines the Trust's equality objectives and the accompanying annual action plan. The Trust Board reviews progress made and a new action plan annually and they approve the objectives at least every 4 years, in line with guidance. In addition, each school within our Trust sets their own equality objectives and accompanying action plan annually following the standard Trust format below. The Local Governing Board reviews progress made and the new action plan annually and they approve the objectives at least every 4 years.

No.	Equality Objective	Specific Action Required	Lead	Planned Outcome	Timescale
1.	Embed a Trust-Wide Strategic Approach to Equality, Diversity and Inclusion using the FREDIE process (Fairness, Respect, Equality, Diversity, Inclusion and Engagement)	<ul style="list-style-type: none"> • Work with colleagues at the National Centre for Diversity to achieve FREDIE and Investors in Diversity: Bronze. • Progress work with colleagues at the National Centre for Diversity to work towards achieving and Investors in Diversity: Silver which is a more indepth approach to inclusivity. • Respond to action planning as a result of the audit as and when applicable. 	BEE	EDI Strategy implemented with the start of an annual review.	Bronze spring 2026 Silver started summer 2026
2.	Ensure equality and diversity are included in our Trust website and seek to expand inclusion into our School websites.	<ul style="list-style-type: none"> • Create a standardised EDI website framework outlining required content for all academies (equality objectives, policies, accessibility information, reporting). • Provide template pages and guidance to ensure consistent formatting and messaging across all school sites. <ul style="list-style-type: none"> -Review and update the Trust's EDI webpage to include: -Annual equality reporting -Policies and statements -Strategic priorities -Representative imagery and inclusive language • Ensure accessibility measures (alt text, structured headings, keyboard navigation) are fully embedded. • Complete audits for the Trust and all academy websites using accessibility checkers and internal reviews. • Produce an action plan for each site, prioritising improvements in accessibility and inclusivity. • Refresh images and case studies across all websites to reflect the diversity of students, staff, and communities. • Ensure promotional materials and curriculum examples show varied identities and experiences. 	ETa	<ul style="list-style-type: none"> • Full compliance on all Trust websites with statutory Equality Duty requirements, with all policies, statements, objectives and reports clearly published and accessible. • Accessibility standards met, demonstrated through routine checks. • Inclusive representation improved, evidenced by a broader range of images, case studies, and content representing diverse communities across the Trust. • Stakeholder feedback (staff, students, parents) indicates increased clarity and visibility of the Trust's EDI commitments. • Annual website audit confirms consistent application of EDI expectations across all academies. • Reduction in website-related compliance actions, with fewer issues identified in external reviews or inspections. 	Spring 2026

APPROVED



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