



SIKH ACADEMIES TRUST
Faith Inspired Education

SAT Board Approved Equality Objectives 2024-2025

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on the areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

1. All students to maximise their potential in examination results:
 - Ensure that all student groups continue to achieve well above national expectations.
 - Our exam results analysis shows that students make strong progress and have done so in 2024. We hope to show that we meet this objective in 2024-2025.
 - We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:
 - students from certain cultural and ethnic backgrounds
 - students who belong to low-income households and students known to be eligible for free school meals
 - students who are disabled
 - students who have special educational needs
 - boys in certain subjects, and girls in certain other subjects.
2. To sustain outstanding attendance i.e. 96% overall. To ensure that no particular group in the schools is over-represented in the persistent absence statistics thereby ensuring that all students have access to the curriculum. This will be measured by analysis of attendance data. Our attendance levels compared to national remain high. We continue to work on persistent and severe absence which is lower than the national.

3. To sustain strong behaviour and safety at all key stages and to ensure that permanent exclusions are kept to a minimum and suspensions are used to address student behaviour. There have been no permanent exclusions in any of our schools since inception. We continue to monitor our suspension rates and the impact on pupil behaviour.