

EPAT

Believe Succeed Together

Equality Objectives

1.0 Background

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the Trust is expected to comply with the Public Sector Equality Duty (PSED). This requires the Trust to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, the Trust is required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty.
- Publish Equality Objectives which are specific and measurable.

2.0 Objectives

- Promote a culture of equality, diversity, inclusion (EDI), tolerance and respect through training and communication.
- Ensure that policy review and development take account of the Equality Duty and associated regulations and guidance.
- Ensure that incidents of discrimination, bullying, victimisation and harassment are robustly tackled in line with the Trust's policies and procedures.
- Undertake Equality Impact Assessments (EIAs) where appropriate.
- Continually review the diversity of the Trust's workforce.
- Monitor and analyse pupil achievement by race, gender and SEND and act on any trends or patterns in the data that require additional support for pupils.