Changing Lives Learning Trust

RESPECT · RESILIENCE · ACHIEVEMENT · OPPORTUNITY

CHANGING LIVES LEARNING TRUST

EQUALITY POLICY STATEMENT

PUBLIC SECTOR EQUALITY DUTY

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality objectives statement.

The Trust's general duties with regards to equality are: -

To meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

WHAT IS THE PUBLIC SECTOR EQUALITY DUTY (THE PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are: -

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

LEGISLATION AND GUIDANCE

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination

- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

ROLES AND RESPONSIBILITIES

We welcome our duties under the Equality Act 2010. The Trust Board are responsible for ensuring that the Trust prepares, publishes, implements, reports on and reviews Equality Action Plans for each school within the Trust. The Trust Board will monitor progress annually via the summary progress reports submitted by Academy Boards.

Delegated responsibility has been given as follows:

The Academy Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Provide an annual summary report of progress to the Executive Team which will be collated and presented to the Trust Board
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher/Principal
- Ensure that the Headteacher/Principal reports annually on progress and submits a four yearly report to the Trust Board
- Works with the Academy Board to set new objectives every four years

The Headteacher/Principal will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs and deliver training as necessary

All staff are expected to have regard to this document and to work to achieve the objectives as set out in in the objectives plan.

ADVANCING EQUALITY OF OPPORTUNITY

In fulfilling this aspect of the duty, the school will:

- Analyse data to determine strengths and areas for improvement and implement actions in response
- Make evidence available identifying improvements for specific groups

CHANGING LIVES LEARNING TRUST EQUALITY OBJECTIVES

March 2024 - December 2027

1. To ensure that all our schools have devised and adopted an Equality Plan/objectives and are reporting annually on progress
2. To strengthen the use of internal data to enhance our equality monitoring and identify any actions required to ensure fair and equitable employment policies and practices

FLIMBY SCHOOL EQUALITY OBJECTIVES

March 2024 - December 2027