



Wessex
Learning Trust
We Learn Together!

Equalities Information and Objectives (Public Sector Equality Duty) Statement

Date approved by Trust Board: September 2024
Review Date: September 2028

Wessex Learning Trust

Equalities Information and Objectives (Public Sector Equality Duty) Statement

This policy will be reviewed by the Board of Trustees every 4 years.

A handwritten signature in black ink that reads "Gavin Ball". The signature is written in a cursive style with a large, looped initial 'G'.

Signature:

Name: Mr Gavin Ball

Position: Chief Executive

Date: 26/09/24

A handwritten signature in black ink that reads "Paul Jacobs". The signature is written in a cursive style with a large, looped initial 'P'.

Signature:

Name: Mr Paul Jacobs

Position: Chair of the Board

Date: 26/09/24

1. Aims

1.1 Our Trust aims 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. It is unlawful to discriminate against a learner or prospective learner by treating them less favourably because of their protective characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

1.2 We aim to:

- Promote equality of opportunity through vision, strategy and practice
- Involve people from different groups in the development and review of our equality work
- Eliminate all forms of unlawful discrimination
- Eliminate harassment and bullying
- Ensure equality and opportunity for disadvantaged groups
- Narrow the attainment gap in outcomes for children and young people
- Improve other outcomes where we identify inequality
- Take positive action to meet needs, even if this required more favourable treatment
- Increase participation of underrepresented groups in activities in public life
- Promote positive attitudes and good relations between people from different groups and support community cohesion

2. Legislation and guidance

2.1 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

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

2.3 This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 The Board of Trustees will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, learners and parents/carers, and that they are reviewed and updated at least once every four years.

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteachers.

3.2 The Headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and learners
- Monitor success in achieving the objectives and report back to their local partnership boards
- Identify any staff training needs, and arrange training as necessary

3.3 All Trust staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

4.1 The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

4.2 Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

4.3 Staff and trustees/local partners are reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

4.4 New staff receive training on the Equality Act as part of their induction.

5. Advancing equality of opportunity

5.1 As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a protected characteristic they have, taking steps to meet the particular needs of people who have a protected characteristic
- Encouraging people who have a protected characteristic to participate fully in any activities

5.2 In fulfilling this aspect of the duty, the Trust will:

- Publish attainment data showing how pupils with particular protected characteristics are performing ([Get Information About Schools](#))
- Analyse the above data to determine strengths and areas for improvement and implement actions in response to this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Provide training and networking opportunities for staff

6. Fostering good relations

6.1 The Trust aims to foster good relations between those who share a protected characteristic and

those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, learners will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Learners will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the Trust. All learners are encouraged to participate in school activities, such as sports clubs. We also work with parents/carers to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

7.1 The Trust ensures it has due regard to equality considerations whenever significant decisions are made.

7.2 The Trust considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, each school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all genders

8. Equality objectives

8.1 Our objectives for the term of this policy are:

- To continue to promote understanding and respect for diversity and equality, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics
- To promote role models and heroes that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability
- To promote mental health awareness and develop appropriate interventions where necessary
- To maximise the participation of students in enrichment activities regardless of ability, disability, background or belief
- To ensure that outcomes for all groups are tracked and monitored, with interventions in place to remove barriers to learning. This includes actively monitoring disadvantaged groups and putting in place appropriate support and resources in order to close the attainment gap
- To actively seek to engage and involve parents/carers from all groups in school life, for example attendance at parents' evenings

9. Monitoring arrangements

9.1 We recognise that the actions resulting from a policy statement such as this are what make a difference.

We will keep our equality objectives under review and report annually on progress towards achieving them.

10. Breaches of this Policy

10.1 Breaches of this policy will be dealt with in the same way that breaches of other Trust policies are dealt with, as determined by the Headteacher and Board of Trustees.

11. Links to Other Policies

11.1 Elements of the Trust's approach to equality can also be found in the following:

- Behaviour Policy
- Relationships Policy
- RSE Policy
- Safeguarding Policy
- Curriculum Policies
- Staff HR Policies