

The Great Schools Trust



EQUALITY DUTY STATEMENT

Approved by the Trust Board on

Applicable from

EQUALITY DUTY STATEMENT (2021)

INTRODUCTION

This Statement describes how the Great Schools Trust intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its pupils and its workforce.

The Public Sector Equality Duty requires our Trust to publish information about Equalities, specifically taking the following groups into account.

PROTECTED CHARACTERISTICS

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

GENERAL DUTIES

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not.

SPECIFIC DUTIES

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. Set Equality Objectives
2. Publish information

Much of the information we gather and analysis we undertake will relate to the school improvement plan, the self-evaluation plan and our continuous monitoring of the educational progress of both individual and differing groups of pupils. It is our intent to only use data and information about pupils to improve the quality of education for all pupils in each of our academies. We use the data to ensure that we are cognoscente of which pupils, and groups of pupils, are doing well and which are doing less well so that we can plan, personalise and continue to improve both individual and collective performance. The same applies to our employees.

We work hard to gather this information and it is already being used by our academies to develop their practice and improve outcomes for our pupils. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives.

GREAT SCHOOLS TRUST EQUALITY OBJECTIVES

Each academy within our family of schools has their own equality objectives, dependent on their current demographic and annual review. As a whole Trust we aim to:

1. Each academy will monitor and analyse pupil achievement and progress by pupil premium, ethnicity, gender and SEND and act on any trends or patterns in this data which identify the need for additional support for pupils, or groups of pupils, with the aim of narrowing the gap for equality groups.
2. Each academy will publish a statement setting out the actions they intend taking to advance equality, diversity & inclusion during the forthcoming academic year (or from their date of joining the Trust). A report will be provided by the Principal, on request annually, to enable Trust-wide reporting.
3. The Trust will ensure, as it adopts a Trust-wide HR information system, that this incorporates the ability to provide robust reporting on and monitoring of equalities data.
4. The Trust will further develop reporting on its gender pay gap and, in future, other pay gaps e.g. ethnicity. It will take positive action to reduce these gaps where possible.
5. The Trust will take steps to address the risk of “unconscious bias”, initially by raising awareness of this facet of equality and diversity through leadership training, and by introducing ‘blind recruitment’ for all roles across the Trust.