

Information for Governors

Our General Equality Duty

In October 2010, the Equality Act introduced a Public Sector Equality Duty, which requires the Trust to have due regard to the need to:

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

(Protected Characteristics - There are nine Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

The Equality Duty requires the Trust to consider how our activities affect the people who share these different protected characteristics and to publish information to show how we do this.

In order to meet our Equality Duty, we are required to publish Equality Information about how our policies and practices affect those with Protected Characteristics. We have considered our practices and how well we are doing and identified the following as objectives for the Trust and its academies.

- *Close the gap between the achievement of disadvantaged pupils across the Trust and their peers nationally.*
- *Improve the attendance and lateness of pupils across the Trust so as it is at least in line with national*
- *Reduce the number of fixed term and permanent exclusions for SEN pupils and those eligible for pupil premium funding*
- *To monitor and analyse recruitment, promotion, assessment, pay, terms and conditions of employment, redundancy and disciplinary by protected characteristics (where data is available). We will act on any trends or patterns in the data that require action to be taken to close any gaps between those who have a protected characteristic and those who do not.*

These objectives will be published on ATT's website and it is expected that they are also published on each academy website. Progress towards these objectives will be measured during the year and reported to the Trust Boards.

Implications for academies-

- ❖ The objectives should be published on the academy website.
- ❖ Academies also have to be compliant with the PSED Act and have due regard to the areas outlined above.
- ❖ The Strategy to promote equalities outlines other responsibilities.
- ❖ Please contact Pat Hunt if you require further explanation.

