



## EQUALITY DUTY STATEMENT AND OBJECTIVES

<b>Review cycles</b>	<b>Equality Duty Statement</b>	<b>Annual</b> <b>Approved by the Trust Board</b> <b>25 March 2026</b>
	<b>Equality Objectives</b>	<b>4 years</b> <b>Approved by the Trust Board</b> <b>25 March 2026</b>

## **Alternative Learning Trust**

### **Diversity, Equity, Inclusion and Justice Mission Statement**

At Alternative Learning Trust we believe that every individual deserves to be seen, heard, and valued. Guided by our core values of love, social justice, community, and flourish, we are committed to creating learning environments where diversity is celebrated, equity is ensured, inclusion is intentional, and justice is pursued.

We strive to:

- **Champion Diversity** by honouring the unique identities, experiences, and abilities of every learner and staff member.

#### ***We are relational – love***

- **Advance Equity** by removing barriers and providing fair access to opportunities, resources, and support for all.

#### ***We see our children and families - flourish***

- **Foster Inclusion** by cultivating a culture of belonging where everyone feels respected, empowered, and safe.

#### ***We are community***

- **Promote Justice** by challenging systemic inequities and advocating for practices that uphold fairness and dignity.

#### ***We are a voice – social justice***

Through collaboration with families, communities, and partners, we aim to create spaces where every child and adult can flourish, unlocking their full potential and contributing meaningfully to society.

# EQUALITY DUTY STATEMENT

## The Equality Act 2010 (Specific Duties) Regulations 2011

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### INTRODUCTION

This Equality Duty Statement sets out how Alternative Learning Trust fulfils its responsibilities under the Equality Act 2010 and the Public Sector Equality Duty (PSED). The Trust complies with the latest UK Government guidance for public authorities (updated December 2023), which explains how decision-makers must show “due regard” to equality considerations when exercising their functions. [\[gov.uk\]](https://www.gov.uk)

The Trust is committed to ensuring that all pupils, staff, trustees, governors, families and community partners are treated with fairness, dignity and respect across all academies. This statement applies to the Trust Board, central team, and all academies within the Trust.

### PROTECTED CHARACTERISTICS

The Trust recognises and actively considers all nine protected characteristics under the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment
4. Marriage or civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

These characteristics remain the statutory basis on which public authorities must avoid discrimination and promote equality. [\[gov.uk\]](https://www.gov.uk)

### GENERAL DUTIES

In accordance with Section 149 of the Equality Act 2010, the Trust has due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation.
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.

These duties remain the core legal obligations for all public authorities. [\[gov.uk\]](https://www.gov.uk)

The Trust applies the principle of due regard proportionately, as required in the 2023 guidance, ensuring equality implications are considered meaningfully without unnecessary bureaucracy. [\[gov.uk\]](https://www.gov.uk)

## **SPECIFIC DUTIES**

In line with the *Equality Act 2010 (Specific Duties) Regulations 2011*, further reinforced by ongoing sector practice (e.g., HMRC's 2024–25 compliance reporting), public bodies must:

1. Publish relevant equality information annually.
2. Set and publish measurable equality objectives at least every four years. [\[gov.uk\]](https://www.gov.uk)

These duties support transparent monitoring and enable public bodies, including school trusts, to demonstrate accountability.

## **ALTERNATIVE LEARNING TRUST'S APPROACH TO DATA, MONITORING AND DECISION-MAKING**

The Trust collects, analyses and reviews information relating to pupils, staff and governance to ensure:

- Meaningful monitoring of the actual impact of policies and practices on different groups, in line with current Public Sector Equality Duty guidance. [\[gov.uk\]](https://www.gov.uk)
- Identification of disparities or patterns requiring intervention.
- Trust-level oversight combined with academy-level responsiveness to local needs.
- Evidence-informed decision-making by the Trust Board, Local Governing Bodies and senior leaders.
- Annual transparency through published equality information.

This approach reflects expectations seen across the wider public sector, including recent reviews of equality duties by public sector bodies.

## **TRUST-WIDE EQUALITY OBJECTIVES**

Each academy within the Trust will set equality objectives appropriate to its local context and demographic profile, while the Trust maintains overarching objectives. As a MAT, we aim to:

- Provide safe, inclusive and high-quality learning environments where all pupils and staff can flourish, achieve and contribute.
- Ensure equal access to opportunity, removing barriers to learning, progression and participation.
- Promote positive, non-stereotyping representations across curriculum, communication, materials and the wider school experience.
- Strengthen Trust-wide understanding of equality, diversity and anti-discrimination, supported through governance oversight, professional development, and regular audit.
- Embed inclusion as a core principle across all Trust policies, improvement strategies and leadership decisions.
- Prepare pupils for life in a diverse society, enabling them to understand their roles within local, regional, national and global communities.
- Challenge discrimination, prejudice and disadvantage proactively and consistently across all Trust settings.

These objectives reflect best-practice expectations across public-sector organisations and align with national equality reporting standards. This will be led and monitored by a Trust Diversity Equity Inclusion and Justice stakeholder group.

## **GOVERNANCE AND ACCOUNTABILITY**

- The Trust Board has strategic responsibility for ensuring compliance with the Equality Act 2010 and the Public Sector Equality Duty.
- The Chief Executive Officer/Accounting Officer and central Executive Team oversee operational implementation and policy alignment.
- Local Governing Bodies (LGBs) monitor implementation at academy level, ensuring that school-specific equality objectives are meaningful and measurable.
- Reports on equality information and progress against objectives are reviewed annually at Trust and academy levels.

## **PUBLICATION AND REVIEWS**

The Trust will:

- Publish annual equality information for pupils, workforce and governance, in line with statutory expectations. [\[gov.uk\]](http://gov.uk)
- Publish and review equality objectives at least every four years, with progress monitored annually.
- Ensure equality documentation is accessible on academy and Trust websites.

The Trust commits to updating this statement to reflect future changes in legislation or national guidance.

**Person responsible for updating this document:**

**Chief Executive Officer/Accounting Officer**