



EQUALITY DUTY STATEMENT AND OBJECTIVES

Review cycles	Equality Duty Statement	Annual	Approved by the Trust Board 26 March 2025
	Equality Objectives	4 years	Approved by the Trust Board 22 March 2023

EQUALITY DUTY STATEMENT

The Equality Act 2010 (Specific Duties) Regulations 2011

INTRODUCTION

This document describes how Alternative Learning 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 the Trust to publish information about equalities, specifically taking the following groups into account.

Protected Characteristics:

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

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 and the central Trust team 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 and analysis will relate to the Trust and schools' improvement/development plans, evaluations and student/staff data – we intend to use the information to improve education and the work place for all groups in any of our provisions and in our Central Team. We want to make sure we know which pupils and staff are doing well and less well so we can plan and improve. The same applies to our employees as it does for our students.

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

ALTERNATIVE LEARNING TRUST EQUALITY OBJECTIVES

Each academy within the Trust will have its own equality objectives, dependent on their current demographic and review. As a whole Trust we aim to:

- Provide a secure environment in which all our children and staff can flourish and achieve, make a positive contribution and enjoy economic wellbeing.
- Include and value the contribution of all families to demonstrate our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.(through a range of activities including training, ways we display information, curriculum, staff and student representation – we will audit regularly to help us continually develop in all areas of our Equality Duty.)
- Make inclusion a thread that runs through all of the activities of the setting.
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community.
- Plan systematically to improve our understanding and promotion of diversity.
- Actively challenge discrimination and disadvantage.

Person responsible for updating this document:

Chief Executive Officer