



Healing Multi Academy Trust

Public Sector Equality Duty Statement Version 1.1

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Control Sheet

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Public Sector Equality Duty Statement

1. Introduction

Under the Equality Act 2010 (General Duties) Regulations 2011 (the Regulations), Healing Multi Academy Trust (the Trust) is obliged to:

Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act; by removing or minimising disadvantages suffered by people due to their protected characteristics (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation);

Advance equality of opportunity between people who share a protected characteristic and those who do not; by taking steps to meet the needs of people from protected groups where these are different from the needs of other people;

Foster good relations between people who share a protected characteristic and those who do not; by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

2. Trust Vision and Values

2.1 **Vision:** We seek to inspire greatness in every child and to equip them with the academic achievements, life skills and personal attributes to lead happy, safe, successful lives.

2.2 The 6 values which underpin our vision are:

1. We are **child-centred**. We make decision based on what is right for our children and their life chances.
2. We are **inclusive**. We believe that every child can be successful regardless of background or ability.
3. We are **ambitious**. We aim for excellence in all that we do.
4. We act with **integrity**. We promote respect and trust; we value different points of view and beliefs. We actively reject discrimination, racism, bullying, deceit and dishonesty.
5. We are **collaborative**. We work in partnership with all stakeholders including parents, carers and the wider community ensuring a sense of togetherness.
6. We **value** our staff. We invest extensively in outstanding training and development opportunities.

3. Aims of the statement

3.1 To comply with the Specific Duties as defined by the Public Sector Equality Duty by setting equality objectives in Trust and Academy plans and publishing information.

4. Trust Context

4.1 Geographical Location

The Trust comprises of primary and secondary academies based across two Local Authority areas. The communities served are as diverse as the academies themselves.

The Trust's academies will engage with other academies or schools, parents, the community and local authorities in developing extended services that meet the needs of the students.

Academy plans and ethos will reflect the Trust's commitment to be inclusive and will reflect the local community in which it is located.

4.2 The Trust as an Employer

The Trust has an obligation to provide a workplace that is free from discrimination, bullying or harassment. This obligation is managed through the Trust HR Policies.

The Trust's HR Policies are subject to full consultation, Equality Impact assessed and are continually reviewed.

4.3 Outcomes for Pupils

The Trust's academies will provide an environment that is free from discrimination, bullying or harassment.

The Trust has high expectations for pupil behaviour.

The Trust's academies will target support aimed at alleviating disadvantages experienced by, or to meet the particular needs of, students with particular protected characteristics. Any positive action/adjustment made will be proportionate in achieving the relevant aim.

4.4 Equality Objectives

To provide the highest possible education for all pupils.

Equality Objectives are included in the Trust Strategic Plan and in Academy Development Plans.

5. Roles and Responsibilities

5.1 Implementation:

The Trust will ensure that there is a common set of values and objectives, together with a consistent approach to communicating, implementing and monitoring the statement.

The Trust will have due regard to its obligations under the Regulations when making a decision and will be taken into consideration in developing policies.

The Trust will ensure that relevant policies are adopted by each Academy.

5.2 Publication:

The Trust will publish information about equalities.

The achievements of students will be monitored by race, gender, disability and vulnerability. This data will be used to support students, raise standards and ensure inclusive teaching across the Trust.

5.3 Action:

The Trust will take action including (but not limited to):

- a) The Trust will strive to create an inclusive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance.
- b) Pupil data and performance is maintained and analysed through RAISE online. Identified priorities are included in Academy Development Plans.
- c) Staff data, including pay progression and Gender Pay Gap Analysis, is maintained and reported as appropriate.
- d) Senior Leaders of the Trust are responsible for giving a consistent and high profile lead on equality and diversity; and advancing equality and diversity by ensuring policies and procedures are followed appropriately.
- e) Staff are responsible for complying with Trust policies and procedures.
- f) All staff are responsible for promoting equality and diversity and avoid unfair discrimination, actively responding to incidents of unfair discrimination carried out by pupils, other staff or visitors.
- g) All pupils are responsible for respecting others in their language and actions and will comply with Trust policies and codes of behaviour.
- h) Acts of discrimination will be tackled through the appropriate policy.

5.4 Monitoring and Review:

The Trust Board will monitor that the Trust is fulfilling the Equality Duties for pupils and staff.

6. Stakeholder Involvement

6.1 In developing, monitoring and reviewing action plans, the Trust will continually seek the views of stakeholders. Stakeholder participation will include (but is not limited to):

- a) Pupil voice and pupil data
- b) Staff surveys and workforce data
- c) Parents' evenings and parent/carer questionnaires, compliments, complaints or feedback
- d) Members of the local community
- e) Others with specialist knowledge to inform the Trust approach as appropriate

7. Monitoring and Evaluation

7.1 The Trust is committed to monitoring and reviewing the effectiveness of the Public Sector Equality Duty Statement.