

## Public Sector Equality Duty – update.

Stour Vale Academy Trust, like other public authorities, must have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 when carrying out its work. These general duties are to:	
(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;	<p>This is achieved in a variety of ways.</p> <ul style="list-style-type: none"> <li>• For staff there is a Code of Conduct, based firmly in the Trust's values, that makes clear that discriminatory behaviour, including harassment and victimisation is not tolerated in the workplace. There are clear policies in place to address any occurrence (grievance and disciplinary).</li> <li>• Schools have rules, policies and procedures that fulfil similar functions for pupils, as well as working through the PSHE curriculum (Citizenship, British Values, etc.) to eliminate conduct that is not supportive of this aim.</li> <li>• Other stakeholders are able to raise issues through Complaints procedures, etc.</li> </ul>
(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;	<p>Policies exist at Trust and school level to promote equality of opportunity .</p> <p>The advancement of equality is at the heart of the PSHE curriculum.</p> <p>In many schools pupils are encouraged to band together with others who share the same characteristics in extra curricular activities and clubs, and with others to promote understanding.</p>
(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	<p>This is achieved mostly through an inclusive and open culture in schools that allows for and celebrates difference.</p>

## Specific Equality Objectives

Objective 1	
<p>We believe that our staff should reflect as far as possible the communities they serve and that using monitoring data to inform future plans will enable us to move towards this aim. We will undertake an analysis of staff data and trends with regard to race, gender and disability, and report on this to the Board of Trustees, together with a plan for action in Autumn 2023.</p>	<p>Personal and sensitive data, including equalities data are held on the Dudley payroll system on behalf of Stour Vale Academy Trust.</p> <p>In addition to pay and employment related information data are held on protected characteristics, including:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Sex</li> <li>• Ethnicity</li> <li>• Disability</li> </ul> <p>Other protected characteristics are not monitored:</p> <ul style="list-style-type: none"> <li>• Religion or belief</li> <li>• Sexual orientation</li> <li>• Gender reassignment</li> <li>• Pregnancy and maternity</li> <li>• marriage or civil partnership</li> </ul>

	<p>Currently, the data that we hold is not complete and may not be up to date. This may be for a variety of reasons:</p> <ul style="list-style-type: none"> <li>• Data transfer from previous employers has not been completed in all respects</li> <li>• Changes in personal circumstances since the data was collected or last updated (eg an employee may have become disabled, or changed home address).</li> </ul> <p>We feel that work to address shortcomings in the data is needed before there is a sufficiently complete picture to inform actions at Trust and school level.</p>
<b>Objective 2</b>	
<p>We believe that our Trustees and local governors should reflect as far as possible the communities they serve and that using monitoring data to inform future plans will enable us to move towards this aim. We will undertake an analysis of diversity within our governance structures and report on this to the Board of Trustees with a plan for action in Autumn 2023.</p>	<p>We do not currently collect equalities data for Trustees and local governors.</p> <p>Plans are being drawn up to address this.</p>
<b>Objective 3</b>	
<p>We want to make Objectives 1 and 2 above as effective as possible by using pupil data alongside staff and governance data. We will undertake an analysis of pupil data and trends with regard to race, gender and disability by Autumn 2023, and report on this to the Board of Trustees to provide a comparison for data from the first two objectives.</p>	<p>The data for pupils is available and we will identify resources to allow initial reporting and analysis on the makeup of the schools' population by:</p> <ul style="list-style-type: none"> <li>• Race</li> <li>• Sex</li> <li>• Disability</li> </ul> <p>The manner of data collection (categorization) allows for direct comparison with (eg) staff groups.</p>
<b>Objective 4</b>	
<p>We believe that it is important that all panels making recruitment decisions are properly informed and comply with good practice expectations. We will train Trustees, members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. We will ensure that all recruitment panels have at least one member who has been so trained with effect from January 2024 and report to Trustees on take up of training.</p>	<p>We have identified training suitable for Trustees, members of staff and governors involved on equal opportunities and non-discrimination that we will roll out in 2024.</p>