

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;	This is achieved in a variety of ways. - 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). - 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. - Other stakeholders are able to raise issues through Complaints procedures, etc.
(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;	Policies exist at Trust and school level to promote equality of opportunity. The advancement of equality is at the heart of the PSHE curriculum. 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.
(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	This is achieved mostly through an inclusive and open culture in schools that allows for and celebrates difference.

Specific Equality Objectives

Objective 1	
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	We are working towards identifying and implementing a new HR information system. The new system will have improved report facilities allowing us to better analyse and understand our data. As part of a Recruitment and Onboarding review to be completed by January 2026 we will review how we capture data from applicants and

	new starters so that in time we are able to build a more comprehensive understanding.
Objective 2	
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.	A survey of current governors was completed in the Autumn and Spring terms of 2024/25. We are now working towards publishing that data.
Objective 3	
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.	We now have a data analysis tool that can be used to report on these categories of pupil data across the Trust. We will begin to compare this data with data from the first two objectives once an improved reporting system is in place for Objective 1.
Objective 4	
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 nondiscrimination 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.	Accredited Safer Recruitment training will be delivered to the first cohort in June 2025. Further sessions will follow and can be repeated at any time as this utilises internal resource. 'Unconscious Bias' training was delivered at the May Governor Training event.