

Public Sector Equality Duty – update

<p>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:</p>	
<p>(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;</p>	<p>This is achieved in a variety of ways.</p> <ul style="list-style-type: none"> • 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 and settings 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.
<p>(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</p>	<p>Policies exist at Trust and school/setting 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.</p>
<p>(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</p>	<p>This is achieved mostly through an inclusive and open culture in schools that allows for and celebrates difference.</p>

Specific Equality Objectives

<p>Objective 1</p>	
<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</p>	<p>We have now implemented a new recruitment platform which provides a new applicant tracking system. This is now beginning to provide improved data to allow us to better understand the impact of our policies and practices and then consider how we can improve further.</p>

<p>Board of Trustees, together with a plan for action in Autumn 2023</p>	<p>We have also now implemented a new HR Information system. Again, this provides better reporting facilities which will allow us to better understand our workforce demographics.</p> <p>We have also completed our first Trust-level Employee Engagement Survey and are actively working through actions arising.</p> <p>Being able to triangulate these data sources over the coming year will enable greater understanding and inform our future strategy.</p>
<p>Objective 2</p>	
<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 continue to seek opportunities to improve the diversity of our Trust Board and local governing bodies. We use governor recruitment platforms to increase our reach among volunteers locally and have updated our governance pages and governor recruitment information as part of our website refresh this year.</p>
<p>Objective 3</p>	
<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>With the introduction of a new HR Information system in April 2026 (Objective 1), we will now be able to include staff data in our analysis.</p>
<p>Objective 4</p>	
<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</p>	<p>Accredited Safer Recruitment training was delivered to the first cohort in June 2025. A further session was delivered in September 2025 and can be repeated at any time as this utilises internal resource.</p>

<p>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>'Unconscious Bias' training was delivered at the May 2025 Governor Training event.</p> <p>Trustees and governors also have access to recruitment and diversity information through our online training platform.</p>
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