



## Diocese of Gloucester Academies Trust



### Public Sector Equality Duty

#### Policy Statement

The ethos, values and relationships of the Trust, and its associated academies, is central to witnessing to the Trust's Christian foundation. The Trust is committed to providing equality of opportunity to all governors, staff, parents and pupils, recognising the unique contribution of each to common good.

**Scope and Purpose:** This policy is intended to provide guidance to Trustees, governing bodies and all DGAT staff regarding the public sector equality duty and the current Trust objectives following the latest review.

#### The Duty of the Trust

On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales. This Duty replaced the previous Race, Disability and Gender Equality Duties.

The Trust fully supports the three aims of the General Duty is:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- **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.

In law, the eight protected characteristics/groups are: Age (as an employer – but not applicable to pupils); disability; sex; gender reassignment; race; pregnancy and maternity; religion or belief; sexual orientation.

In upholding the Equality Duty all Trust academies will:

- Publish equality information annually to provide as complete and clear a picture as possible of how The Trust has due regard to the need to eliminate discrimination and harassment, advance equality and foster good relations.
- Ensure that all policy documentation provides evidence of equality within policies and practice.
- Prepare and publish equality objectives at least every 4 years after considering the eight protected characteristics.

#### Related Policies

Accessibility Plans

Code of Conduct for Staff

Dignity at work Policy

*Building Community, Enriching Lives*

Maternity Leave

Supporting Pupils with Medical Conditions

Paternity Leave