

Public Sector Equality Duty: Objectives Statement

This statement is prescribed by The Good Shepherd Trust and all reference to 'the Trust' includes all Trust schools, the central team and subsidiary organisations.

Date adopted:	23/04/2019	Last reviewed:	02/07/2025
Review cycle:	Every Four Years	Is this statement statutory?	Yes
Approval:	PARC	Author:	Head of Curriculum & Pedagogy & Head of HR
Next Review Date:	07/2029		

Revision record

Minor revisions should be recorded here when the statement is amended in light of changes to legislation or to correct errors. Significant changes or at the point of review should be recorded below and approved at the level indicated above.

Revision No.	Date	Revised by	Approved date	Comments
1	17/06/2025	J Pickard, D Bird	02/07/2025	Updated statement and objectives

1. Introduction

This statement provides details of how we meet our duties under the Equality Act 2010 and support our commitment to providing an environment in which each individual has complete equality of opportunities and do not suffer any discrimination, whether directly or indirectly.

2. Our General Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) made up of the general duty and supporting specific duties. The PSED applies to public bodies, including all schools and academies. The general duty is contained in S149 of the Act and requires schools, when carrying out their functions, to have due regard to the need to;

- eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it
- foster good relations across all characteristics.

Specific equality duties are detailed in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. In order to comply with their specific duties, schools are required to;

- publish information to demonstrate how they are complying with their general duty. This should be done at least annually.
- prepare and publish one or more specific and measurable equality objectives. This should be done at least once every four years.
- publish gender pay gap information annually if they employ 250 or more employees.

The Trust publishes this information on behalf of its schools.

3. Protected Characteristics

There are 9 Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. The Equality Duty requires the Trust to consider how our activities affect the people who share these different protected characteristics and to publish information to show how we do this.

4. What does our Trust do to eliminate discrimination?

- We have set a clear vision and values which expect all our staff to act in a non-discriminating manner and be mindful to avoid actions that will be deemed as such to the public and our wider community.
- We have up-to-date and ratified policies which set out a clear message that discrimination is not tolerated: staff code of conduct, behaviour, anti-bullying, safeguarding and child protection.
- We understand that it is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability and one of our equalities objectives addresses this.
- School leaders involved in recruitment will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Another one of our equalities objectives addresses this.
- Through a structured curriculum offer, assemblies, workshops and visits, equalities will be discussed with and taught to the children, exemplifying the British Values and school values that we believe in.

5. Equality Objectives

1. To ensure that staff and those responsible for governance are aware of current legislation surrounding equality and diversity, have completed relevant training and understand the Trust's responsibility;
2. To promote cultural understanding, awareness, and mutual respect for different religious beliefs across the diverse ethnic groups within our school communities;
3. To promote mental health awareness and develop appropriate interventions where necessary;
4. To develop use of performance data and target setting to monitor pupil achievement and respond to variations between groups of learners, subjects, key stages and trends over time.
5. To embed the positive and accurate representation of all protected characteristics across the curriculum and wider school life, ensuring that all pupils develop a secure, age-appropriate understanding of these characteristics and their importance in promoting equality, respect and inclusion.
6. To actively consider and implement initiatives to ensure our recruitment processes are fair, inclusive, and ultimately lead to a workforce that is more representative of the diverse society we serve.

6. Business Planning

During our business planning process, we ensure that we take into account the effect of our decisions on different groups. We consider if there are any unintended consequences for some groups and whether our business plan will be fully effective for all target groups.

7. Further Information

Further information regarding our commitment to equality can be obtained by contacting
HR@goodshepherdtrust.org.uk