



Eastern Multi-Academy Trust



# Public Sector Equality Duty Statement & Objectives

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# Public Sector Equality Duty Statement & Objectives

## Summary

Statutory statement published in accordance with Equality Act 2010 (Specific Duties) Regulations 2011 for public authorities to have due regard for the need to eliminate discrimination, advance equality of opportunity and foster good relations.



If you are unsure of the validity of this policy please refer to the Policy Owner

**Please Note:** This policy is applicable to **All Employees / Teachers / Support Staff / Volunteers / Governors and Trustees** within the EMAT Group.

<b>Document owner</b>	HR & Wellbeing Committee
<b>Document author</b>	Director of People and Culture
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## 1. Overview

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including gender reassignment), pregnancy and maternity, religion and belief, marriage and civil partnership and sexual orientation.

## 2. Foundations of the Duty

The [Public Sector Equality Duty](#) came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 requires public authorities, named on, to publish:

1. Equality objectives, at least every four years (from 6th April 2012)
2. Information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

## 3. Equality Act Statement

Eastern Multi Academy Trust (EMAT) is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. Our workplace practices support a range of family friendly, flexible and inclusive work arrangements, staff engagement forums and employee support services to welcome and support staff from different backgrounds. Our ambition is to demonstrate in our work together that we promote an inclusive environment and signal our commitment to celebrate and promote diversity.

### Our Equal Opportunities Commitment

We welcome part time or flexible working applicants and are committed to making work accessible for all. EMAT is an Equal Opportunities Employer and ensures that those we hire and employ are suitably qualified persons and treated fairly regardless of their Age, Sex, Race, Disability, Pregnancy and Maternity status, Marriage and Civil Partnership, Religion and Belief, Sexual orientation or Gender reassignment. We are committed to safeguarding and promoting the welfare of children and young people and keeping children safe in education, our staff are expected to share and uphold this commitment. Appointments will be subject to satisfactory references, workplace health review and enhanced DBS check including the children's barred list check as required

## 4. Equality Objectives

EMAT is committed to ensuring equality across our schools and within our work environment. We set equality objectives at least every four years, and publish data on our progress towards



these annually. Our equality objectives are an essential part of promoting equality across the Trust, for both our Pupils and Staff. By consolidating and setting our objectives, we can bring focus and embed these through each of our Strategic Pillars.

Each objective is set and reviewed at a Trust level, with input from our academies to ensure they are relevant and meaningful to the communities we serve. This signals our collective commitment to equality while recognising difference and diversity within our Trust.

1. We aim to build an inclusive culture trust wide, which values and respects diversity, where everyone can achieve their potential. As an employer we are also committed to becoming accredited as an inclusive employer.
2. We will continue to build and develop our relationships with stakeholders, the public and our communities including those that represent groups with protected characteristics, to develop our understanding of diversity inside of and outside of EMAT.
3. We will improve the understanding of the Public Sector Equality Duty to support better policy development, decision making and improve the lived experience of our staff and pupils.
4. We aim to improve our employment and educational approach to the Public Sector Equality Duty to ensure it is clear throughout our processes, how we have paid due regard to the Public Sector Equality Duty.
5. We will build senior engagement trust wide to highlight and promote the importance of equalities and encourage staff to recognise and positively address equality issues.



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