



PUBLIC SECTOR EQUALITY DUTY & OBJECTIVES 2019-2021

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REVIEW

Last reviewed: December 2018 (Trust Board)

To be reviewed: Autumn 2022

Policies may be subject to review and revision at any time, notwithstanding that the next review date has not been reached. Review dates are for guidance only; all policies will remain in force until a review has taken place and been formally approved by the Trust

1 General Principles

- 1.1. Under the Equality Act 2010, it is unlawful to discriminate against a person by treating them less favourably on the basis of a protected characteristic. It is the policy of the Girls' Learning Trust ('the Trust' or GLT) not to discriminate against anyone on the basis of their gender, sexual orientation, marital or civil partnership status, gender reassignment, race, religion or belief, colour, nationality, ethnicity or national origin, disability or age, pregnancy or trade union membership or the fact that they are a part-time or fixed-term employee.
- 1.2 The Equality Act 2010 introduced a single Public Sector Equality Duty. Under this the Trust (and the Schools within) must have due regard to:
 - Eliminate discrimination and other conduct that is prohibited by the act
 - Advance equality and opportunity among people who share a protected characteristic and people who do not share it
 - Foster good relations across all characteristics, between people who share a protected characteristics and people who do not share it
- 1.3 The Trust is required to set Equality Objectives that are updated annually and published at least every four years. This document sets the Equality Objectives for the period from Jan 2019 to Jan 2023
- 1.4 The Trust Board will evaluate the work of the Trust (and the Schools within) against these objectives at least once per year.

2 Gathering and using information across the Trust

- 2.1 The Trust (and the Schools within) collects information on protected characteristics to ensure that all students and staff are protected from discrimination.
- 2.2 In addition, the Trust (and the Schools within) also gather information on the students who;
 - Are eligible for the Pupil Premium and/or Free School Meals
 - Have special educational needs
 - Have English as an additional language
 - Young carers
 - Looked after Children
 - Have a Traveller heritage
 - Other vulnerable groups

- 2.3 The Trust (and the Schools within) undertakes rigorous tracking and monitoring of students in these groups (as defined in 2.1 and 2.2) to ensure that they perform in line with the whole school are at least in line with these student groups nationally.
- 2.4 The Trust (and the Schools within) also ensure that the students in these groups (as defined in 2.1 and 2.2) have full access to the curriculum in the schools.
- 2.5 The GLT Staff Equality and Diversity Policy set clear principles and guidance for ensuring equality amongst employees (current and prospective).

3 Equality Objectives 2019-2022

The GLT has the following Equality Objectives for 2019-2022;

- 1 Equality issues will be considered and taken into account as each Trust or School policy is agreed by the Trust Board or its committees (including the Local Governing Bodies).
- 2 At both Trust and School level, student progress and achievement data is analysed by groups to identify underperformance and allow appropriate action to be taken.
- 3 The Trust aims to increase the number of students from disadvantaged backgrounds that gain access to the two selective schools in the GLT. This will be achieved through the implementation of the admissions policy changes made in 2018 to prioritise Pupil Premium (PP) students in the oversubscription criteria and to allow a reduction in the entrance tests pass mark for PP students. The impact of these changes will be monitored by the Trust Admissions committee.
- 4 The Trust (and the Schools within) will ensure that any complaint or evidence of failure to comply with the public sector equality duty is dealt with promptly and in accordance with the relevant Trust or School policy.