



# Public Sector Equality Duty Statement

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Approved by:	CEO
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*Publication on website			
Trust website		School website	
1	Statutory publication	A	Statutory publication
2	Good practice	B	Good practice
3	Not required	C	Not required

**Policy level			
1	Trust wide	Single policy relevant to everyone and consistently applied across all schools and departments, with no variation. e.g. Complaints procedure	Statutory policies approved by the Alliance Board of Trustees (or designated Trustee Committee). Non-statutory policies approved by the CEO with exception of Executive Pay.
2	Trust core values	This policy defines the Trust core values in the form of a Trust statement to be incorporated fully into all other policies on this subject, that in addition contain relevant information, procedures and or processes contextualised to that school. e.g. Safeguarding, Behaviour	Statements in statutory policies approved by the Alliance Board of Trustees (or designated Trustee Committee). Statements in non-statutory policies approved by the CEO.  Policy approved by Local School Board.
3	School/department	These policies/procedures are defined independently by schools as appropriate. E.g. Anti-bullying	Approved by Local School Board.

## Introduction

The Alliance Schools Trust is committed to promoting equality, diversity and inclusion across all aspects of our work. We aim to provide a high-quality education for all pupils and a supportive, inclusive working environment for all staff. We recognise and celebrate the diversity of our school communities and are committed to ensuring that everyone is treated fairly and with respect.

This statement outlines how we comply with the Public Sector Equality Duty (PSED) as set out in the Equality Act 2010.

## Our Legal Duties

Under the Equality Act 2010, we have a duty to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

These duties apply to the following protected characteristics:

- Age (as an employer)
- Disability
- Gender reassignment
- Marriage and civil partnership (as an employer)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## How We Meet the Duty

We meet our obligations through:

- A comprehensive Equality, Diversity and Inclusion Policy, reviewed every four years.
- Annual equality reporting to the Board of Trustees and Local School Boards.
- Equality impact monitoring in recruitment, training, promotion, and pay decisions.
- Accessibility planning to ensure all students, including those with disabilities, can access the curriculum and wider school life.
- Staff training on equality, diversity, inclusion, and mental health awareness.
- Data monitoring to identify and address underrepresentation or disadvantage.
- Inclusive curriculum and enrichment activities that reflect and celebrate diversity.

## Equality Objectives (2023-2027)

In line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we have set the following measurable objectives:

- 1) Build diversity monitoring into strategic workforce plan
  - Measurable outcome: Increased diversity in staff population, particularly in senior leadership & governance.
  - Leads: HR Team, Head Teachers & Trust Board.
- 2) Ensure students with SEND have the same level of education as those without.
  - Measurable outcome: Improved outcomes and positive feedback from parents/carers.
  - Leads: SEND Team, Headteachers.

These objectives are reviewed annually and updated at least every four years.

## Accessibility Commitment

We are committed to improving access for students with disabilities through:

- Curriculum adaptation and support
- Physical environment improvements
- Accessible communication and information
- Ongoing staff training and awareness

## Contact

For more information about our equality work or to request this statement in an alternative format, please contact: Human Resources [HR@tastrust.org.uk](mailto:HR@tastrust.org.uk)