

# Trust Equality Objectives

<b>Review Period</b>	Every four years
<b>Person Responsible for Policy</b>	<insert name>
<b>Governing Committee</b>	Trust Board
<b>Most recent date of Directors' approval</b>	September 2024
<b>Next scheduled date for review</b>	September 2028

## Document Control

<b>Date</b>	<b>Revision amendment details</b>	<b>By whom</b>
September 2024	Approved and adopted	All Saints MAT Board of Directors
September 2028	Proposed date for review subject to statutory update as required	<insert name>

## 1 Ethos

### 1.1 Our Trust is founded on the principle that we are “**stronger and better together**”.

In the 1970s and 1980s, Bishop David Sheppard and Archbishop Derek Worlock worked tirelessly together to dismantle the barriers that too often existed between Anglican and Roman Catholic churches in Liverpool. Partnership was at the heart of their work. As the only joint Anglican/Catholic Multi-Academy Trust in the country, partnership is uniquely at the heart of our work too.

### 1.2 Inclusion is one of our three Trust values. Jesus himself went out of his way to welcome all-comers into his kingdom. As a modern translation of St Paul’s letter to the Galatians puts it: “*In Christ’s family there can be no division into Jew and non-Jew, slave and free, male and female. Among us you are all equal.*” In more recent centuries, embracing different cultures, different perspectives, different ways of thinking and different beliefs has made our city stronger. We are proud to build on such rich traditions.

## 2 Legal basis

### 2.1 The Equality Act 2010 sets out a ‘general duty’ in three parts. We must have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act;
- advance equality of opportunity between people who share and people who do not share a relevant protected characteristic; and to
- foster good relations between people who share and people who do not share a relevant protected characteristic.

‘Protected characteristics’ include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

We welcome these duties, which are entirely consistent with our ethos and values as outlined above.

### 2.2 We recognise that these duties reflect international human rights standards as expressed in the United Nations Convention on the Rights of the Child, the United Nations Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## 3 Scope

We ensure that our commitments listed below apply to the full range of our policies and practices, including those that are concerned with:

- pupils’ progress, attainment, and achievement;
- pupils’ personal development, welfare, and well-being;
- teaching approaches, strategies, and resources;
- admissions and attendance;
- staff recruitment, retention, and professional development;
- care, guidance, and support;

- behaviour, discipline, and exclusions;
- working in partnership with parents, carers, and guardians; and
- working with the wider community.

## 4 Equality objectives

- 4.1 The Trust will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. We will not discriminate because of any other irrelevant factor, and will build a culture that values meritocracy, openness, fairness and transparency.
- 4.2 The following have been agreed as our Trust Equality Objectives for the four academic years beginning 1st September 2024:

### 1 Data collection

As a Trust, we will systematically collect and analyse data relating to protected characteristics, with respect to recruitment, promotion and pay. A report summarising the conclusions from such an analysis will be presented to the Board of Directors annually.

### 2 Training

As a Trust, we will ensure that the central team and the Board of Directors benefit from relevant training in this area.

### 3 Our schools

We will ensure that our schools are compliant with the requirements of the Public Sector Equality Duty, critically analysing their work in this area, and supporting them in setting well-defined objectives to enable them to deliver continuous improvement.

### 4 Fostering good relations

We will foster good relations between those with different protected characteristics through our close co-operation with civic structures and through our annual Trust service.

- 4.3 Although these Equality Objectives must, by law, be reviewed every four years, we reserve the right to review (and refresh) them earlier if it is appropriate to do so.

## 5 Monitoring and evaluation

The Board of Directors will regularly (*ie* at least annually) monitor the application and effectiveness of our work in this area, and make adjustments as necessary.