



Public Sector Equality Duty Information Report November 2023

THE TRUST MISSION STATEMENT

*Inspired by the life of Christ we provide an exceptional education in our Catholic schools
which enables our children:*

- to fully embrace all possibilities
- to flourish
- to develop their faith

and therefore to choose a path that enables them to be a positive influence upon our world.

'Prepare the Way' The Gospel of St Mark 1:3

St John the Baptist Catholic Multi Academy Trust
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Introduction

The Equality Act 2010 requires schools to publish information each year to demonstrate compliance with the aims of the Public Sector Equality Duty:

- Information about how the Trust / School is promoting equality and eliminating unlawful discrimination for pupils, staff and governors with protected characteristics (or other relevant people with protected characteristics in the school community);
- Information relating to employees with protected characteristics

The information published in this document is our response to this.

The Public Sector Equality Duty

The Public Sector Equality Duty is set out in Section 149 of Equality Act 2010. The 'Duty', as it is known, requires schools & the Trust to pay due regard to the following, when exercising their public functions:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

The full Act is available [here](#).

What we did during the last year

As a Trust and within our schools, we take full account of equality and accessibility in our day-to-day policy, decision-making and practice. Where necessary, we put actions in place to address any barriers faced by pupils, parents or governors with protected characteristics.

For example, this includes:

- Reviewing all policies in light of our Public Sector Equality Duty (PSED) objectives
- Analysing outcomes for pupils by characteristics and planning interventions for groups with lower outcomes
- Each Head reporting to their Local Governing Body on the Public Sector Equality Duty actions and progress and reflecting these within School self evaluation
- Reviewing suspensions and permanent exclusions, in particular with support from NOA to ensure inclusive practice
- Reviewing any complaints/incidents of bullying specifically related to age, race, religion, gender or sexuality

We are working hard to be a good employer of people with protected characteristics.

For example, this includes:

- Analysing pay in light of gender and pay progression for teachers with regard to protected characteristics (where known)
- Working towards better pay equality
- Reviewing all policies and practice in light of the Public Sector Equality Duty
- Encouraging all groups to apply for secondments and promotions where available
- Being flexible and responsive to requests from staff where the Public Sector Equality Duty applies
- Monitoring well being across our schools and supporting staff wellbeing activities

Looking ahead – what next

Over the course of the year ahead, we will continue to deliver our equality objectives via our Trust Improvement and Development Plan. These objectives include:

- All students to reach their potential
- Promote a diverse work force
- Promote fair access to appropriate development opportunities for all staff
- Seek the views of members of our school communities (students, parents, staff and our wider community) in order to inform the Trust's ongoing planning and review process
- Support vulnerable pupils with progress to enable them, to reach their potential
- Maintain a sharp focus on narrowing the 'gap' between disadvantaged pupils and others and improving outcomes for vulnerable pupils (including those with Special Educational Needs and Disability)
- Ensure students and families have access and support from a wide range of responsive services at point of need.
- Inclusive schools with high standards of behaviour and low exclusions
- Schools to implement the Trust Staff Charter
- Our schools are welcoming, compassionate and open to all
- All members of our Trust communities will feel valued and respected within their immediate school and as part of our bigger Trust
- To have a Continuous Professional Development plan to support staff development across the Trust and across varying roles, which promotes fair access to appropriate development opportunities for all staff
- Make a strong contribution to addressing issues of inequality and prejudice, e.g. by directly challenging racism or other issues of intolerance, with the strategy to take action underpinned by our Catholic ethos
- Equality, inclusion and diversity clearly identifiable in our practices, policies and curriculum
- Continuous Professional Development where necessary to drive equality & diversity issues in schools