



# Public Sector Equality Duty Information Report January 2026

## 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**  
**Company No: 7913261**  
**Registered Office: Surrey Street, Norwich NR1 3PB**



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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 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 wider 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