



Public Sector Equality Duty Policy

DISTRIBUTION	This is a Trust-wide policy and applies to all staff, governors and Trustees within the Trust.		
MANDATORY READERSHIP	All leadership roles		
DOCUMENT ID	FT-HR021 Public Sector Equality Duty Policy		
AUTHOR	GED	VERSION	September 2023
POLICY REVIEW FREQUENCY	Annual		
POLICY REQUIREMENT	STATUTORY / NON-STATUTORY		

The Fallibroome Trust, Priory Lane, Macclesfield, Cheshire, SK10 4AF
Telephone: +44 (0) 1625 813 510 | Email: info@fallibroometrust.com | Web: www.fallibroometrust.com

The Fallibroome Trust (Company number: 07346144). A company incorporated as private limited by guarantee.
Registered Office situated in England and Wales

CONTENTS

Policy	3
Purpose	3
Governance	3
Scope.....	3
Legislation & Guidance	3
Roles & Responsibilities.....	4
What is the equality duty?	4
Equality considerations in decision making	5
Trust Equality objectives	5
Links with other policies	5
Review	5

POLICY

PURPOSE

The Fallibroome Trust aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between 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 characteristic and people who do not share it

GOVERNANCE

The Local Governing Body is a committee of the Fallibroome Trust. The Local Governing Body will adopt and comply with all policies communicated by the Trust. The Local Governing Body is responsible for setting out the policies and practices for staff. The Local Governing Body may delegate these matters to:

- The Principal/Headteacher;
- A sub-committee of the Local Governing Body; or
- A sub-committee and the Principal/Headteacher.

Where this procedure refers to the Local Governing Body representative this can be any one of the above.

SCOPE

This procedure applies to all employees of the Fallibroome Trust.

LEGISLATION & GUIDANCE

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

ROLES & RESPONSIBILITIES

The Trustees will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the schools, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The CEO and Headteachers will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All staff will:

- Be familiar with this document and work to achieve the equality objectives for the Trust and their school

WHAT IS THE EQUALITY DUTY?

The equality duty has two parts - the general equality duty and specific equality duty.

General duty

Public bodies are required to have due regard when making decisions and developing policies and need to:

- 1) Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- 2) Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- 3) Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Having 'due regard' to the need to advance equality of opportunity is defined in the Equality Act 2010 as having due regard to the need to:

- 1) Remove or minimise disadvantages
- 2) Take steps to meet different needs
- 3) Encourage participation when it is disproportionately low

Specific duty

In order to help schools in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To **publish information** to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more **specific and measurable equality objectives**.

EQUALITY CONSIDERATIONS IN DECISION MAKING

For the Trust and its schools, having 'due regard' means:

- When making a decision or taking an action the Trust and/or school must assess whether it may have implications for pupils and/or staff with particular protected characteristics.
- The Trust and/or school should consider equality implications before and at the time that it develops policy and takes decisions; not as an afterthought, and it needs to keep them under review.

TRUST EQUALITY OBJECTIVES

Objective 1: (Employee Focus)

The Trust will analyse its recruitment data to allow it to report to the School Performance sub-committee of the Trust Board, the Trustees and online by July 2024 to ensure the recruitment and selection processes used by its schools is inclusive and fair.

Accompanying the analysis will be action plans to address any inequity identified by the data.

Objective 2: (Pupil Focus)

The Trust will work with its family of schools to improve its data collection and analysis on pupil attainment in order to identify under-representation and any associated barriers.

It will develop action plans for any identified under-representation or barriers at a school level to be ready to report to Trustees and online by July 2024.

LINKS WITH OTHER POLICIES

This document links to the following policies:

- Accessibility plans
- Risk assessments

REVIEW

This policy will be reviewed in line with changes in legislation and best practice OR on 1 September 2024.