'Christ at the centre, children at the heart'

Our Lady of Walsingham Catholic MAT Company No:

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Registered Office: Fordham Road, Newmarket, Suffolk, CB8 7AA

Approved by the Trust Board:	**October 2026**
Signed by Trust CEO:	
Review Date:	**October 2029**

PUBLIC SECTOR EQUALITY DUTY

OLOW CMAT (The Trust) PUBLIC SECTOR EQUALITY DUTY

Introduction

The Equality Act 2010 (the Act) replaced previous anti-discrimination laws with a single Act and came into force on 1 October 2010. A key measure in the Act is the public sector Equality Duty, which came into force on 5 April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The aims of the Equality Duty are to:

- **Eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act, including breaches of the duty to make reasonable adjustments for disabled employees, workers, governors, students, parents/guardians, volunteers, and job applicants.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

Under the duty, all public sector bodies are required to:

Publish relevant information regarding our compliance with the duty. The Trust decides which information is relevant and we can reference other information (either internal data or other publicly available data) without the need to reproduce it. This information must be published annually on the Trust's website.

Set and publish equality objectives Equality objectives are determined by the Trust. The objectives must be reviewed every four years.

Trust approach to the Equality Duty

We are a Catholic Trust where every person is a valued member of our community**.**

- We proclaim by our lives even more than by our words that God is good
- We honour the dignity and sacredness of each person
- We educate for and act on behalf of justice and peace in the world
- We commit ourselves to community service
- We embrace the gift of diversity
- We create community among those with whom we work and with those we serve
- We develop holistic learning communities which educate for life

As a Catholic Christian Trust, rooted in the message of the Gospel, the aims of the Public Sector Equality Duty are a central part of our mission.

All Trust policies and procedures start from our mission as a Catholic Christian community and we constantly review all that we do in the light of our mission statement

Dignity, Respect and Inclusion

The Trust is committed to providing a working and learning environment in which all individuals are treated with dignity and respect. The Trust will not tolerate discrimination, harassment, sexual harassment, bullying, victimisation or any other conduct prohibited by the Act.

Allegations of discrimination, harassment , bullying or victimisation involving staff, pupils, governors, volunteers or visitors will be taken seriously and addressed through the appropriate Trust procedures.

OLOW CMAT equality objectives

- All students reach their potential
- Recruit, retain and develop a diverse workforce and promote equality of opportunity throughout the employee lifecycle, including recruitment, induction, training, promotion, flexible working, wellbeing, performance management and termination of employment
- Ensure employment practices, workplace culture and people management processes promote equality, inclusion and dignity at work and minimise the risk of discrimination, harassment, bullying and victimisation.
- We promote fair access to appropriate development opportunities for all staff
- We 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

These objectives will be part of the Trust's Improvement Plan and information will be published on the Equalities page of the Trust's website.

Review of these objectives will consider Trust and school priorities generated through the Trust and school's ongoing review cycles which are informed by the collection of data including the views of students, parents and members of staff.

Roles and Responsibilities

Trust Board

- Approves equality objectives.
- Reviews annual equality information.

CEO

- Accountable for overall compliance with the Equality Act 2010 and Public Sector Equality Duty
- Ensures effective implementation.

Headteachers

- Responsible for implementation within schools
- Monitor equality outcomes and workforce data in schools
- Ensure equality considerations are incorporated into decision-making.

Managers

- Responsible for applying Trust policies fairly and consistently
- Responsible for considering and implementing reasonable adjustments where appropriate
- Supporting inclusive recruitment and employment practices.

Governors

- Provide challenge and oversight.

Having Due Regard to Equality

In exercising its functions, the Trust will have due regard to the need to:

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

Due regard will be given at the time decisions are made and will form part of the Trust's decision-making processes. Equality implications will be considered when developing policies and procedures and when making significant decisions affecting pupils, staff and the wider community.

This may include consideration of equality impacts in relation to :

- Recruitment and selection
- Organisational change and restructuring
- Redundancy and workforce planning exercises
- Promotion and career development opportunities
- Curriculum and educational provision
- Admissions arrangements; and
- Major strategic or operational decisions.

Equality Impact Considerations

The Trust will consider equality impacts when developing policies, making significant organisational decisions, implementing restructures, reviewing curriculum provision and making changes affecting pupils, staff or stakeholders.

List of Trust policies and procedures which relate to the Equality Duty

The following policies and procedures are relevant to the Trust's approach to ensuring the aims of the equality duty are met, some are centrally decided by Directors and some by Local Governing Bodies – details are in the list of policies produced by the Trust or local schools:

- Admissions Policy
- Anti-bullying Policy
- Appraisal/Capability Procedure
- Behaviour for Learning Policy
- Charging Policy
- Curriculum Policy, or Curriculum as published on the School Website
- Disciplinary Policy and Procedure
- Equality and Diversity Policy (replaces Disability, Race and Gender Equality Policies and Single Equality Scheme)
- Flexible Working Policy
- Learning Beyond the Classroom Policy
- Family Leave Procedures
- PREVENT policy
- Safer Recruitment Policy
- Sickness Absence Procedure
- Secondment Policy
- Sex and Relationships Education for Life Policy (or similarly titled)
- Special Educational Needs Policy
- Grievance policy & procedure
- Pay Policy
- Procedure for Complaints
- Whistleblowing Policy

When these policies are reviewed, consideration will be given to the aims of the equality duty and more generally to the Trust and each school's commitment to value all people equally.

Data relating to our adherence to equality duty

The following is a list of the data that we will publish annually on the Trust website in line with the Equality Duty:

- Analysis of attainment, progress, attendance, suspension and exclusion data for pupils with protected characteristics and vulnerable groups.
- Summary of behaviour data (inc. exclusions) broken down by characteristics
- Report showing the 'makeup' of current staff by characteristic (gender, race, etc.) at different grades and whether they are full or part-time, where we have the information.
- Recruitment, promotion and retention data by protected characteristic, where this information has been voluntarily disclosed and can be reported on an anonymous basis.
- Reported incidents, complaints or concerns relating to discrimination, harassment (including sexual harassment), bullying, victimisation or prejudice connected with a protected characteristic, Reporting will include 'nil' responses, anonymised and aggregated information regarding formal grievances, disciplinary action and employment terminations involving staff with protected characteristics where publication would not risk identifying individuals.
- Reference to any sections of a schools Self Evaluation Form which provide evidence of the way in which we have promoted equality &/or important actions agreed which relate to promoting equality during the year

We will monitor:

- Attainment
- Progress
- Attendance
- Persistent absence
- Suspensions
- Exclusions
- Participation in enrichment activities
- SEND outcomes

We note that the Equalities and Human Rights Commission would normally expect to see the following information:

1.1.1. Recruitment, promotion and retention data at different grades and by full and part-time status by protected characteristic where such information is voluntarily disclosed and can be reported.
1.1.2. An indication of the likely representation on sexual orientation and religion and belief provided that no-one can be identified as a result.

1.1.3. An indication of any issues for trans staff, based on engagement with trans staff or equality organisations.

1.1.4. Gender pay gap information.

1.1.5. Information about occupational segregation.

1.1.6. Anonymised and aggregated grievance, disciplinary and employment termination information for people with relevant protected characteristics, where this can be reported without identifying individuals.

1.1.7. Complaints about discrimination and other prohibited conduct from staff.

1.1.8. Details and feedback of engagement with staff and trade unions.

1.1.9. Quantitative and qualitative research with employees, e.g. staff surveys.

1.1.10. Records of how we have had due regard to the aims of the duty in decision-making with regard to our employment, including any assessments of the impact on equality and any evidence used.

1.1.11. Details of policies and programmes that have been put into place to address equality concerns raised by staff and trade unions.