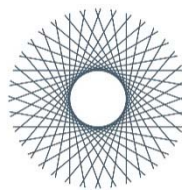


Equality Duty Statement



HERTS FOR
LEARNING
**MULTI
ACADEMY
TRUST**

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APPROVED BY: Board of Trustees

APPROVAL
DATE: December 2017

1 INTRODUCTION

This document describes how the Herts for Learning Multi Academy Trust intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its pupils and its workforce.

The Equality Act 2010 ('the Act') covers discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These categories are known in the Act as 'protected characteristics'.

2 OUR ACADEMIES

Chapter 1 of Part 6 of the Act (the schools section) "is based on the principle that people should not be discriminated against in schools' provision on the basis of any of the protected characteristics set out in the Act, when seeking admission to schools, when accessing the education and benefits provided, or by being excluded from school. This does not necessarily mean that education providers should treat everybody in exactly the same way: in some circumstances, an education provider will need to deliver in a range of ways to meet the differing needs of people so that all receive the same standard of education as others as far as this is possible."

3 OBJECTIVES

As the Trust grows, we will develop Trust wide objectives, building on those already in place at academy level. We will develop these objectives with the contribution of our employees, pupils and the communities our academies serve. We will ensure our ethos of inclusion permeates these objectives.

4 THE TRUST AS EMPLOYER

In addition, the Trust has duties as an employer, set out in the separate Employment Code of Practice and the Code of Practice on Services.

The success of our Trust depends on people; capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add to the Trust's success.

We will strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed. This will apply to recruitment and during employment.

5 MONITORING AND PUBLICATION

The Public Sector Equality Duty requires the Trust and our academies to publish information about equalities. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty.

The three aims of the Public Sector Equality Duty are to:

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

Specific Duties

The two specific duties of the Public Sector Equality Duty intended to help schools meet the general duty are:

1. Set Equality Objectives
2. Publish information

The Board of Trustees will monitor that the Trust's academies are fulfilling the above duties for both pupils and employees. The CEO will be responsible for working with the academies to fulfil their duties.

The achievements of pupils will be monitored by race, gender, disability and vulnerability and we will ensure this data is used to support pupils, raise standards and ensure inclusive teaching in our academies.