




'Christ at the centre, children at the heart'

Our Lady of Walsingham Catholic Multi-Academy Trust will deliver outstanding educational, spiritual and moral outcomes for all children regardless of their faith or backgrounds within an ethos based on full inclusion, high expectations, innovation, outstanding teaching and learning, and a relentless focus on the needs and potential of every child. Our vision is that every Academy within the Trust has a reputation for excellence in their local communities and beyond.

Our Lady of Walsingham Catholic MAT

Company No: 08444133

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

Approved by the Trust Board:	20th June 2023
Signed by Trust CEO:	
Review Date:	June 2026

PUBLIC SECTOR EQUALITY DUTY

OLW CMAT (THE MAT) 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. The prohibition and prevention of discrimination and harassment applies to all members of the community, including staff, governors, students, parents, 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 MAT 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 website.

Set and publish equality objectives Equality objectives are determined by the MAT. 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

OLW CMAT equality objectives

- All students reach their potential
- Promote a diverse work force
- 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 the Equalities page of the Trust 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.

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

The following policies and procedures are relevant to the MAT'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 MAT or local schools:

- Admissions Policy
- Anti-bullying Policy
- Behaviour for Learning Policy
- Charging Policy
- Curriculum Policy, or Curriculum as published on the School Website
- Equality and Diversity Policy (replaces Disability, Race and Gender Equality Policies and Single

Equality Scheme)

- Learning Beyond the Classroom Policy
- Maternity, Adoption and Paternity Leave Procedures
- PREVENT policy
- Safeguarding Recruitment Policy
- Secondment Policy
- Sex and Relationships Education for Life Policy (or similarly titled)
- Special Educational Needs Policy
- Grievance policy & procedure
- Procedure for Complaints

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:

- Reference to Raise Online – relative performance of different groups of students in each school across the Trust
- 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.
- Report of specific complaints/incidents of bullying specifically related to age, race, religion, gender or sexuality – this should include 'nil' responses. This will include grievance and dismissal information for staff with relevant protected characteristics
- 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 note that the Equalities and Human Rights Commission would normally expect to see the following information:

- 1.1.1. The race, disability, gender and age distribution of our workforce at different grades, and whether they are full or part-time.
- 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 transsexual staff, based on engagement with transsexual staff or equality organisations.
- 1.1.4. Gender pay gap information.
- 1.1.5. Information about occupational segregation.
- 1.1.6. Grievance and dismissal information for people with relevant protected characteristics.
- 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.