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EQUALITY INFORMATION AND OBJECTIVES

(PUBLIC SECTOR EQUALITY DUTY)

POLICY

NOVEMBER 2025

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Review Cycle: Every 4 years
Responsible Body: Trust Board

Version Control

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Lowfields Avenue, Ingleby Barwick, TS17 0RJ

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Aims & Legislation

This document meets the requirements of:

- The Equality Act 2010, section 149 (Public Sector Equality Duty); and
- The Equality Act 2010 (Specific Duties) Regulations 2011.

It also complies with our Trust's Funding Agreement and Articles of Association.

Under the Public Sector Equality Duty, Spark Education Trust will have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and those who do not share it.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Roles and responsibilities

Role	Responsibilities
Trust Board	• Responsible for ensuring compliance with the Public Sector Equality Duty. • Publish equality information annually to demonstrate compliance with the Duty. • Publish and review measurable equality objectives at least once every four years. • Delegates day-to-day responsibility for implementation to Headteachers of individual schools.
Headteacher/Head of School	• Ensure our Trust's equality duties are implemented in their school.

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	• Consider equality implications ("due regard") when making decisions or policies. • Where required provide equality information to our Trust for publication.
Staff	• Have due regard to the Equality Duty in their work and decisions.

Eliminating discrimination

The trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Trustees, Governors and all staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the specific needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

Publishing information about pupils

In fulfilling this aspect of the duty the trust will, for every school:

- Publish information annually to demonstrate compliance with the Equality Duty, which may include data on pupil outcomes or other relevant measures.
- Analyse this information to identify strengths and areas for improvement and take action where needed.
- Ensure no individual pupil or member of staff can be identified in published information.

Relevant information about each school will be published on their individual websites.

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will publish information to show gender pay-gap reporting and other pay equality issues. We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

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Fostering good relations

The trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Making pupils aware of our behaviour and anti-bullying policies
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Making sure schools work with their local community. This includes each school inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within each school. For example, school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents/carers to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach

Equality considerations in decision-making

The Trust and its schools will demonstrate due regard to equality implications when developing or reviewing policies and when making key decisions. Records of consideration will be kept to evidence compliance where appropriate.

Equality objectives

In accordance with the Equality Act 2010 (Specific Duties) Regulations 2011 Spark Education Trust will publish one or more measurable equality objectives by 31 March 2026 and review and update it/them at least once every four years.

Equality Objective 2026–2030

Spark Education Trust will work to reduce identified equality gaps in attendance, achievement and participation for pupils with protected characteristics and disadvantaged pupils. The Trust will monitor these gaps annually and take action where gaps are identified, with progress reviewed by Trust leaders and governors.

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