


PUBLIC SECTOR EQUALITY DUTY STATEMENT AND OBJECTIVES 2025–2029

Summary: This policy supports the Trust’s legal obligations under the Equality Act 2010 and the Public Sector Equality Duty (PSED), which require public authorities to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between people. These duties apply to all aspects of the Trust’s work and to all stakeholders, including pupils, staff, parents, governors, trustees, and volunteers.

 If you are unsure about the validity of the content of this policy please refer to the Policy Owner

Please Note: This policy is applicable to All Employees within the Group.

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Policy holder	Director of People
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Policy Inventory ID Number	HR04
Group Policy Area	Statutory - People

Approved by

Consultation Group	Trust Board
Approval Committee	Trust Board
Implementation date	July 2025
Review Date	July 2029
Current Version Number	V3

Version Control

Control No	Change summary	Consultation Group	Effective date
V3	Policy updated to reflect current statutory duties under the Equality Act 2010 and Public Sector Equality Duty (PSED); scope expanded to include pupils, parents/carers, volunteers, governors, and trustees at Trust level; Equality Objectives refreshed and aligned to strategic priorities; language revised for clarity and alignment with the Trust’s mission, values, and the Nolan Principles; updated Equality Impact Assessment (EIA) template appended to support compliance in policy, strategic change, and major decisions.	ELT Board of Trustees	17/07/25

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1. Our Commitment

This policy supports the Trust's mission to ensure all our children and young people are prepared to learn for life by empowering, motivating, and enabling all staff to be the best they can be. It reflects our commitment to the Nolan Principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership. It also aligns with our duties under the Public Sector Equality Duty by advancing equality, eliminating discrimination, and fostering positive relationships.

Through our people policies, we aim to create a culture where every colleague is supported to thrive, so that every child can achieve their full potential and be prepared for the future.

2. Introduction

Eastern Multi-Academy Trust is committed to creating an inclusive environment where all pupils, staff, parents/carers, volunteers, governors, and trustees feel respected, supported, and able to thrive. We value diversity and actively promote equality of opportunity across all areas of our work.

We meet our obligations under the Equality Act 2010 and the Public Sector Equality Duty (PSED), ensuring that in all that we do, we give due regard to:

- Removing discrimination, harassment, and victimisation
- Advancing equality of opportunity
- Fostering good relations between people from different backgrounds

This statement sets out how we will continue to meet these duties, through a set of Equality Objectives aligned to our strategic aims and updated every four years.

3. Scope

All employees, pupils, parents, governors, trustees, and volunteers are considered within the scope of the Trust's Equality Policy and Objectives.

4. Equal Opportunities and Inclusion Statement

EMAT is an Equal Opportunities employer and education provider. We welcome applications and participation from people of all backgrounds and are committed to fair treatment regardless of age, sex, race, disability, pregnancy or maternity, marriage or civil partnership, religion or belief, sexual orientation, or gender reassignment.

We are also committed to flexible working, inclusive recruitment, and supportive leadership practices. Our aim is to build a Trust-wide culture where every individual is empowered to succeed, and diversity is actively celebrated.

Our commitments apply to all individuals who work, learn, volunteer, or govern within our Trust.

5. Our Approach to the Public Sector Equality Duty

Our responsibilities under PSED are embedded in our strategic planning, governance, and everyday decision-making. In doing so, we:

- Publish equality information and objectives at least every four years
- Monitor progress annually
- Embed equality considerations into policy development, workforce decisions, and educational practice
- Require Equality Impact Assessments (EIAs) for all major policies, proposals and decisions.

6. Equality Objectives 2025–2029

The following objectives have been developed to guide our efforts over the next four years. These are reviewed at Trust level and shaped by the views and needs of our academy communities.

Objective 1: Build a culture of inclusion and belonging

- Foster a positive environment where all pupils, staff, and stakeholders feel included, respected, and valued
- Promote inclusive leadership and behaviours across all Trust settings
- Recognise and respond to barriers faced by under-represented or marginalised groups

Objective 2: Improve understanding and application of equality duties

- Deliver training and guidance on equality, diversity, and inclusion (EDI) for staff, trustees and governors
- Support leaders to use EIAs in decision-making
- Embed equality considerations into strategy and governance processes

Objective 3: Increase representation and reduce inequalities

- Use data to understand gaps and develop targeted actions
- Ensure fair and inclusive recruitment, progression, and reward practices
- Review curriculum, pedagogy, and enrichment to ensure inclusive learning experiences

Objective 4: Strengthen community and stakeholder engagement

- Build links with local communities and representative groups
- Create safe spaces for staff, pupil and parent/carer voice
- Celebrate diversity through Trust-wide and academy-level initiatives

7. Equality Impact Assessments

EMAT will continue to embed Equality Impact Assessments as standard practice in policy development, strategic change, and major decisions. This ensures we proactively consider the impact of our actions on different groups and take steps to reduce any negative effects.

We expect all business cases and proposals that meet the following criteria to be accompanied by an EIA:

- Introducing or changing a service or policy
- Removing or reducing a service
- Changing workforce structure
- Developing strategic plans or priorities
- Commissioning or procurement of services

EIAs help ensure we meet our legal duties and uphold our values of equity, fairness, and transparency