



Unity of Purpose
Trust | Diversity | Excellence | Transformation

Thomas Deacon Education Trust

Equality Objectives Statement

Our General Equality Duty

Thomas Deacon Education Trust is committed to the promotion of equality and diversity within all aspects of the Trust community and the individual TDET academies.

In October 2010, the new Equality Act introduced a Public Sector Equality Duty which requires the Trust to have due regard of the need to:

- **Eliminate unlawful discrimination, harassment and 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.

Protected Characteristics

There are 9 Protected Characteristics under the Equality Act: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. The Equality Duty requires the Trust to consider how our activities affect the people who share these different protected characteristics.

Key Principles

1. To ensure all staff and students are treated fairly and justly. Unfair treatment on the grounds of any of the protected characteristics will not be tolerated.
2. To recognise and respect diversity.

TDET Equality Objectives

Trust Board Commitments:

- 1.1 We will have due regard to the need to: (a) Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act; (b) Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and (c) Foster good relations between people who share a protected characteristic and those who do not share it.
- 1.2 We will promote equal opportunities and strive to combat discrimination for all members of our TDET communities by:
 - (a) Embracing diversity as a strength, which should be respected and celebrated by all those who learn, work, teach and visit any TDET establishment
 - (b) Recognising and addressing the needs of vulnerable groups by making reasonable adjustments wherever practicable
 - (c) Establishing measures to counter deprivation and developing self-sufficiency
 - (d) Encouraging the cooperation of members of the TDET communities in the implementation of equal opportunities policy and action, including the freedom to report of all incidents of discrimination or harassment without fear of reprisal.
- 1.3 We will routinely collect equality information and issue annually to help us have due regard to:
 - (a) Identify key issues
 - (b) Understand the impact of our policies, practices and decisions on people with different protected characteristics and thereby plan them more effectively
 - (c) Assess whether we are discriminating unlawfully when carrying out any of our functions
 - (d) Identify what the key equality issues are for our organisation
 - (e) Benchmark our performance and processes against those of similar organisations, nationally or locally
 - (f) Consider taking steps to meeting the needs of staff and students who share relevant protected characteristics
 - (g) Identify if there are any actions we can take to avoid discrimination, advance equality of opportunity or foster good relations
 - (h) Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality
 - (i) Develop equality objectives at least every four years to meet the specific duties; and
 - (j) Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

- 1.4 We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' (staff with certain protected characteristics being over-represented in particular roles).
- 1.5 We will publish relevant, proportionate information which is broad enough to give a full picture across our Trust. We will demonstrate how we have used this information to have due regard to all three aims of the duty, for all relevant protected characteristics. Our information will usually fall into two main categories:
 - (a) Information to identify equality issues. Examples of this include equality monitoring information about employees, information about the effect of our activities on people with different protected characteristics or any engagement we may have carried out.
 - (b) Information about steps taken to have due regard to the aims of the general equality duty. For example, any records we have about how we had due regard in making certain decisions, information that was considered in that decision-making (including engagement), consideration for steps to mitigate adverse impacts, or details of policies to address equality concerns.
- 1.6 We will further address the Equality Duty in the continued development of our Trust policies, both those focusing on staff and on students. Policy work will, where relevant, seek to challenge inequality and allow members of the TDET community to work towards achieving their full potential regardless of any protected characteristic that they may share. Examples of such policies include, but are not limited to, (a) Admissions Policy; (b) Anti-Bullying Policy; (c) Behaviour Policy; (d) Recruitment Policy and Procedures (including Recruitment of ex-Offenders); (e) Equality and Diversity Policy – Students; and (f) Equality and Diversity Policy – Staff.
- 1.7 We will work with staff, students and other stakeholders where applicable to promote an integrated and cohesive community that reflects the fundamental British Values of: (a) Democracy; (b) The rule of law; (c) Individual liberty; and (d) Mutual respect and tolerance of those with different faiths and beliefs.
- 1.8 All members of our TDET community are unique and have rights and responsibilities. All members shall be treated equally and with respect regardless of any protected characteristic that they may share. No members of our communities will suffer discrimination, be harassed, or receive less favourable treatment on the grounds of protected characteristics described in the Equality Act 2010 as: (a) Race (b) Age (c) Disability or Impairment (d) Marital Status (e) Pregnancy and Maternity (f) Gender Reassignment (g) Religion and Beliefs (h) Sexual Orientation