

SHERBORNE AREA SCHOOLS' TRUST



SAST Equality Objectives 2022- 2023

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| 2.0 | February 2021 | K.Heap | Updated objectives and removed them from the Equality and Diversity Policy to form own document |
| 3.0 | August 2022 | C.Watson | Updated Objectives for 2022-23 |

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SAST EQUALITY OBJECTIVES

Sherborne Area Schools' Trust seeks to promote equality and we celebrate the diversity within our community. We welcome the public sector equality duty as set out in the Equality Act (2010).

What is the duty?

We must:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those that do not.
- Foster good relations between those who have a shared characteristic and those who do not.

What are the protected characteristics?

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against staff, students, parents/guardians or treat them less favourably because of their sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics' but these points applies to staff, parents/guardians not students in schools.

Our Equality Policy's

SAST's Equality and Diversity Policy contains information about how the Trust complies with the Public Sector Equality Duty and gives guidance to the steps the Trust is actively taking on promoting equality. The policy also includes a list of other associated polices

Our Equality Objectives 2022-23

- To continue to ensure that staff, trustees and local governing bodies are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility
- To evaluate the success of the SAST Health and Wellbeing strategy to support staff wellbeing and consider appropriate steps to develop this area.
- To review and continue to actively close gaps in attainment and achievement between students for all groups of students; especially students' eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.

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- To build upon the work already done with regards to promoting equality, diversity and inclusion throughout all Trust sites by:-
 - Exploring different flexible working options and adapting these as required to specific staff requirements where possible
 - Ensuring transparency in the gender pay gap is maintained and exploring into the finding of the report in more detail
 - Reviewing training for staff to eliminate any unconscious bias
 - Develop processes and practice to promote inclusive and diverse recruitment
- To strengthen and build upon the strategies already in place to assist with the building of students self-confidence to enable them to strive to achieve their goals and dreams, raise their aspirations, whilst challenging gender stereotypes and self-limiting beliefs.

Equality Objective progress 2022 onwards:-

As we move forward with our equality objectives, achievements, miles stones and progress will be recorded here.