

Inicio Educational Trust: The Public Sector Equality Duty and Equality Objectives

Inicio Educational Trust (IET) is committed to ensuring that their Single Equality Plan fully meets the moral and legal obligations placed upon it by our equality duty. Promotion of the priorities, as identified within the Single Equalities Plan, will be an ongoing process and will ensure that the plan is effectively implemented, scrutinised and reviewed to inform decision and policy making.

The Trustees, Governors, Headteachers and staff recognise that compliance with the Equality Duty is a legal obligation and that through the promotion and adherence to the three aims of the Public Sector Equality Duty (PSED), as detailed below, the Trust will be able to meet, successfully, the needs of its diverse population. To this end they will draw on the talents of a diverse local community and ensure that the staff and governors better represent the community they serve.

The Public Sector Equality Duty: The three main aims that IET will promote and adhere to are:

1. To eliminate unlawful, discrimination, harassment and victimisation by tackling and promoting understanding.
2. To advance equality of opportunity between people who share a protected characteristic and those who do not:
 - Removing or minimising disadvantage suffered by people due to their protected characteristic
 - Taking steps to meet the needs of people with certain protected characteristics where these are different to the needs of other people, including taking steps to take account of disabled people's disabilities.
 - Encouraging people with protected characteristics to participate in public life or in other activities where their representation is disproportionately low.
3. To foster good relationships between people who share a protected characteristic and those who do not.

Protected Characteristics:

- Gender
- Gender reassignment
- Age
- Race, Language or National background
- Sexual Orientation
- Religion or Belief
- Marital/Civil partnership Status
- Race

Inicio Educational Trust Trustees, Governors, Headteachers and staff will understand that effective compliance with the PSED is a whole school effort and will examine and consider how well they currently achieve the aims of the PSED. Information amassed, will inform decision making with regard to Equality Objectives and Protected Categories. The school is committed to reviewing their objectives annually.