

Public Sector Equality Statement



The Public Sector Equality Duty (PSED), part of the Equality Act, came into force in April 2011. It requires organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. The duty has a key role to play in making sure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups. It covers a range of public bodies, including academies, maintained schools, NHS organisations, government departments, local authorities, and police authorities.

As an organisation, we are committed to eliminating individual and institutional discrimination, harassment and victimisation relating to the protected characteristics set out in the Equality Act 2010. We are also committed to achieving all legal responsibilities under the Public Sector Equality Duty:

- Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fostering good relations between people who share a protected characteristic and those who do not share it.

We expect everyone who is part of Anglian Learning or any organisation that has a relationship with Anglian Learning to observe and promote the goals of this equality statement.

Anglian Learning is committed to ensuring it delivers inclusive education and learning services for all. We aim to build an inclusive culture trust wide, which values and respects diversity, where everyone can achieve their full potential. We also recognise our role to foster good relations between different people when conducting our activities.

Anglian Learning is an Equal Opportunities Employer and ensures that those we hire, and employ are suitably qualified persons and treated fairly regardless of their Age, Sex, Race, Disability, Pregnancy and Maternity status, Marriage and Civil Partnership, Religion and Belief, Sexual orientation or Gender reassignment. Anglian Learning acknowledges that there are other vulnerable, marginalised, or excluded groups not covered by the Equality Act 2010 and aspires to be inclusive of their requirements within services, policies, and practices and our interactions with all our stakeholders.

The Trust will collect and use workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website information about the impact of our employment functions on people with the different protected characteristics to demonstrate compliance with the general equality duty.

Our values of Aspiration, Community, Empowerment, and Inclusivity are at the core of how we treat each other and all our partners. This includes the population we serve, including pupils, their families, carers, employees (including apprentices and employee representatives), volunteers (including trustees and governors), contractors, anyone who comes on site and our key partners across Cambridgeshire, Suffolk, and Essex.

We are committed to safeguarding and promoting the welfare of children and young people and keeping children safe in education, our staff are expected to share and uphold this commitment. Appointments will be subject to pre-employment checks determined by the

duties of the role, which include but not limited to satisfactory references, workplace health review and enhanced DBS check including the children's barred list check as required.

Anglian Learning Equality and Diversity Objectives

- All schools will have curriculum and teaching & learning practices which prepare pupils for life in a diverse society by encouraging respect for cultural diversity that exists in local communities and the wider world, reflected in our Curriculum Blueprint. Our Inclusion Blueprint also establishes clear expectations regarding the need to promote and celebrate fully inclusive school communities. Pupil outcomes will be monitored and analysed by relevant protected characteristics and any key trends will be addressed.
- There are various policies published on the Trust's intranet which provide support and guidance for all employees and may include specific information relating to equality issues and offer support to individuals with protected characteristics. This includes a specific EDI policy.
- Anglian Learning has a zero-tolerance approach to discrimination, harassment and victimisation and outlines in both our Bullying and Harassment Statement and Grievance Policy how we deal with potential behaviour that falls short of our required expectations.
- Anglian Learning is a Disability Confident employer and promotes health and wellbeing and uses a variety of measures such as Occupational Health, Employee Assistance Programme, risk assessments, workstation assessments, lone worker guidance and equality impact assessments to ensure that consideration has been given to all employees.
- Anglian Learning also promotes development opportunities for all employees. We welcome part-time or flexible working applicants and are committed to making work accessible for all. Employees receive appraisal meetings during which their development needs are discussed.
- The People, Culture and Wellbeing Group meets each half term and is representative of our diverse workforce. This group is the forum for sharing best practice, raising ideas, and working on new initiatives whilst seeking feedback.