

Dudley Academies Trust

Proposed Equality Objectives 2020

We recognise that the public sector equality duty has three aims.

These aims are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who have a shared characteristic and those who do not.

Dudley Academies Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

We aim to provide the highest possible education for all of our learners. The ethos of our academies clearly reflects our commitment to fully including and respecting all members of our academy communities.

We have set ourselves the following objectives for 2019/20 onwards:

1. To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility;
2. To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities;
3. To promote mental health awareness and develop appropriate interventions where necessary;
4. Actively close gaps in attainment and achievement between learners for all groups; especially those eligible for Pupil Premium, boys, learners with special educational needs and disabilities, looked after children and learners from minority ethnic groups;
5. Continue to improve accessibility across the academy sites for learners, staff and visitors with disabilities, including access to specialist teaching areas;
6. Monitor the incidence of the use of homophobic, sexist and racist language by learners in our academies;
7. To continuously review and revise the Key Stage 1-4 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

Further information is contained in our Equality and Diversity policy, policies are available via the [Trust website](#).