

DSAT Equality Objectives 2025-29

Our Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- **Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010**
- **Advance equality of opportunity between people who share a protected characteristic and people who do not share it**
- **Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it**

Under the Equality Act 2010 public bodies must publish equality objectives. In order to meet the obligations under the public sector equality duty we have identified the following as objectives for the Trust and its schools.

PUBLIC SECTOR EQUALITY DUTY STATEMENT AND OBJECTIVES 2025–2029

Summary: This statement supports the Trust's legal obligations under the Equality Act 2010 and the Public Sector Equality Duty (PSED), which require public authorities to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between people. These duties apply to all aspects of the Trust's work and to all stakeholders, including pupils, staff, parents, governors, trustees, and volunteers.

Effective date: October 2025 – 2029

Our Commitment

This policy supports the Trust's mission to ensure all our children and young people are prepared to learn for life by empowering, motivating, and enabling all staff to be the best they can be. This is reflected in our vision: to empower all to flourish without limits. It reflects our commitment to the Nolan Principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership. It also aligns with our duties under the Public Sector Equality Duty by advancing equality, eliminating discrimination, and fostering positive relationships.

Through our trust policies, we aim to create a culture where every colleague is supported to thrive, so that every child can achieve their full potential, be prepared for the future and to flourish without limits.

We meet our obligations under the Equality Act 2010 and the Public Sector Equality Duty, ensuring that in all that we do, we give due regard to:

- Removing discrimination, harassment, and victimisation
- Advancing equality of opportunity
- Fostering good relations between people from different backgrounds

This statement sets out how we will continue to meet these duties, through a set of Equality Objectives aligned to our strategic aims and updated every four years.

Objective 1: Build a culture of inclusion and belonging

- Foster a positive environment where all pupils, staff, and stakeholders feel included, respected, and valued
- Promote inclusive leadership and behaviours across all Trust settings
- Recognise and respond to barriers faced by under-represented or marginalised groups

Objective 2: Increase representation and reduce inequalities

- Use data to understand gaps and develop targeted actions
- Ensure fair and inclusive recruitment, progression, and reward practices
- Review curriculum, pedagogy, and enrichment to ensure inclusive learning experiences. Embed the DSAT Charter for Vulnerable Pupils to improve the culture of inclusion.

Objective 3: Strengthen community and stakeholder engagement

- Build links with local communities and representative groups
- Create safe spaces for staff, pupil and parent/carers voice
- Celebrate diversity through Trust-wide and academy-level initiatives

Objective 4: Remove disadvantages for vulnerable pupils

- Train staff to identify barriers for pupils and families in vulnerable groups
- Analyse any patterns or trends in attainment or attendance of vulnerable groups and target support to narrow gaps in attainment and improve absence
- Target specific pupils in vulnerable groups to broaden the wider offer and strengthen their experience base, therefore developing improved social capital.