



Equality Duty Statement

Approved by: Trust Board

Last reviewed: July 2026

Next review due: July 2027

EQUALITY DUTY STATEMENT

1. Scope

This policy is written and approved at board level, but applies to all members, trustees, governors and employees of schools, settings, and services, hereafter the 'organisations,' within The Claxton Trust.

It has been created using a model policy created by Herts for Learning and has therefore been produced in consultation with external advisors and the professional associations/trade unions.

2. Purpose

This document describes how The Claxton Trust intends to fulfil its responsibilities under the Public Sector Equality Duty regarding its pupils and its workforce.

The Equality Act 2010 ('the Act') covers discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

These categories are known in the Act as 'protected characteristics.'

3. Our organisations

Chapter 1 of Part 6 of the Act (the schools section) "is based on the principle that people should not be discriminated against in schools' provision on the basis of any of the protected characteristics set out in the Act, when seeking admission to schools, when accessing the education and benefits provided, or by being excluded from school. This does not necessarily mean that education providers should treat everybody in the same way: in some circumstances, an education provider will need to deliver in a range of ways to meet the differing needs of people so that all receive the same standard of education as others as far as this is possible."

4. Vision & aims

Our vision is to provide opportunities for 'inspiration through collaboration' for all stakeholders through the forum of our trust. We wish to enable young minds to play a part in creating a future which has opportunities for all and encourages aspiration and resilience. We wish to develop future leaders and value the leaders of today.

We believe that anything is possible in an environment which treasures kindness, nurture, and aspiration. We hold the wellbeing of staff, children, and parents/carers at the core of all our decision making. The trust works in local, national, and international partnerships to promote citizenship of our world, our country, and our local community of Stevenage.

Everything we do has the child clearly and firmly at the centre. We believe passionately that every child should have the right to a fun, quality and progressive education which equips them to meet the demands of tomorrow. We support the family around the child by working effectively in partnership, providing necessary resources, and consulting effectively with external organisations.

5. The trust as an employer

The trust has duties as an employer, set out in the separate Employment Code of Practice and the Code of Practice on Services.

The success of our trust depends on people; capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add to the trust's success. We will strive to create a productive environment, representative of and responsive to diverse cultures and groups, where everyone has an equal chance to succeed. This will apply to recruitment and during employment.

6. Monitoring and publication

The Public Sector Equality Duty requires the Trust and our academies to publish information about equalities. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty.

The three aims of the Public Sector Equality Duty are to:

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

Specific Duties

The two specific duties of the Public Sector Equality Duty intended to help schools meet the general duty are:

- Set Equality Objectives
- Publish information

The board of trustees will monitor that the trust's academies are fulfilling the above duties for both pupils and employees. The CEO will be responsible for working with the academies to fulfil their duties.

The achievements of pupils will be monitored by race, gender, disability and vulnerability and we will ensure this data is used to support pupils, raise standards, and ensure inclusive teaching in our academies.