



EQUALITY DUTY STATEMENT OF INTENT

Scalby Learning Trust is committed to ensuring equal treatment for all individuals who work within and liaise with its academies that complies with U.K. equality legislation.

To this end, it recognises that the public sector equality duty has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation
- 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.

In order to fulfil this duty, the Trust will:

- ensure its academies produce and implement an equality policy that is statutorily compliant with its equality duty as a public sector organisation and mirrors that of the Local Authority
- monitor the effectiveness of its equality work through the CEO's line management of the academy Headteachers
- annually review how well the Trust achieves the three aims of the equality duty 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.).