



# **Equality Objectives**

**2022 - 2026**

## Equality Objectives 2022-2026

The Constellation Trust is fully committed to eliminating unlawful and unfair discrimination and seeks to eliminate discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups

These equality objectives are applicable to all of the schools within the Constellation Trust.

### The protected characteristics

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protected characteristics**). It is unlawful to discriminate against students or treat them less favourably because of their age, sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are 'protected characteristics'. These apply to staff but not students in schools.

### The Single Equality Scheme Policy

The Single Equality Scheme Policy contains information about how the Trust complies with the Public Sector Equality Duty.

### Equality Objectives

The Equality Objectives reflect the Trust's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

The Equality Objectives are below:

- 1) Use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time.
- 2) Foster good relations between different groups through the inclusion of equality, diversity and inclusion within the curriculum, including assemblies and PHSE.
- 3) Challenge stereotypes that can deny opportunities to students through option and careers guidance and track options choices that students make
- 4) Further develop student and staff wellbeing and positive mental health
- 5) Promote equality, diversity and inclusion actions across the staff body. This will be achieved in several ways, including transparency in the gender pay gap.

The above objectives are reported on an annual basis to a range of internal committee and Trustee Board meetings.