

Public Sector Equality Duty

Position Statement

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Policy Owner	Angela Berry
Approval Level (committee)	Trust Board
Applies To (job roles relevant to)	All
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What is the Public Sector Equality Duty (the PSED)?

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment.

Legislation

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which requires Academy Trusts to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

Our Aim

The Lighthouse Learning Trust and its colleges are committed to ensuring equality of opportunity for all our staff, learners/students, potential learners/students and their families irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected with our colleges and Trust feel proud of their identity and ability to participate fully in college and work life.

In complying with the public sector equality duty, we will have due regard for 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

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach, work and visit us.

Equality in Teaching and learning

We strive to provide all our students/learners with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all students/learners and preparing them for life in a diverse society
- Using materials that reflect the diversity of the colleges, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for students/learners to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their young person's education
- Utilising teaching approaches appropriate for the whole college population which are inclusive and reflective of our students/learners.
- Seeking to educate ourselves about issues of equality such as anti-racism and gender identity.

Equality in Admissions and Suspensions/Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background. Any exclusions which take place are reviewed to ensure they were lawful and free of any bias with regard to protected characteristics.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability, in compliance with the law. We are keen to ensure that the staffing within The Lighthouse Learning Trust and our colleges reflects the diversity of our communities and wider society.

Equality Objectives

Under the Public Sector Equality Duty (PSED) the Trust and its colleges are required to set and publish Equality Objectives. Detailed as follows:

Here at the Lighthouse Learning Trust, we have a strong focus on Equality, Diversity and Inclusion for both our students and staff. We aim to raise awareness of equality, diversity and inclusion and promote our Fundamental British Values:

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual Respect

Proposed Objectives (Prepared for internal review & Trust Board approval):

- 1. Anti-Racism Culture: Actively building a college environment that promotes anti-racism.**
- 2. Achievement Gaps: Working to close the disadvantage achievement gap to ensure equitable outcomes for all students/learners.**
- 3. Mental Health Support: Enhancing staff skills to better support student mental well-being.**
- 4. Inclusive Culture: Fostering a vibrant community where differences are celebrated and participation is encouraged.**
- 5. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010**
- 6. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it**