

### Equality Objectives Statement

At FMAT, our mission is to enrich lives and transform futures providing the very best education for all students and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

On this page, you will find details on how we meet our duties under the Equality Act 2010 and deliver our commitment to providing an environment in which each individual has equality of opportunities and does not suffer any discrimination, whether directly or indirectly.

In October 2010, the Equality Act introduced a Public Sector Equality Duty (PSED), which requires the Academy to have due regard to the need 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.

The Equality Duty requires the Trust to consider how our activities affect the people who share these different protected characteristics and to publish information to show how we do this.

We have considered our practices and how well we are performing and identified the following as objectives for the Trust and its academies:

- Close the gap between the achievement of disadvantaged students across the Trust and their peers nationally.
- Close the gap between the attendance of disadvantaged students across the Trust and their peers nationally.
- Reduce the number of fixed-term and permanent exclusions for SEN students and those eligible for pupil premium funding.
- Narrow the gap between the achievement of boys and girls.
- Monitor and analyse recruitment, promotion, assessment, pay, terms and conditions of employment, redundancy and disciplinary by protected characteristics (where data is available). We will act on any trends or patterns in the data that require action to be taken to close any gaps between those who have a protected characteristic and those who do not.

