



Triumph Learning Trust

Aspiration - Collaboration - Innovation

Public Sector Equality Duty (PSED) Statement

Policy Details

Policy Level	Trust
Document Approver	Trust Board
Document Status	Final
Applicable to	All Trust Employees
Review Frequency	Every 3 Years

Revision History

Revision	Date	Details	Approved by
0	May 2026	First Issue	ARC

1. Introduction

This statement sets out how the Trust meets its duties under the **Public Sector Equality Duty (PSED)** as defined in section 149 of the Equality Act 2010. In exercising its functions, the Trust has due regard to the need 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 share a protected characteristic and those who do not

This statement applies to all Trust activities and covers **both workforce and pupils**.

This Statement should be read alongside the Trust's Equality, Diversity and Inclusion Policy

2. Governance And Accountability

The Trust Board holds overall responsibility for compliance with the Equality Act 2010 and the PSED. In practice:

- The Trust Board sets strategic direction, approves equality objectives, and reviews progress annually.
- The Chief Executive Officer ensures the duty is embedded across Trust policies and practices.
- The HR Team / Shared Services Team oversees workforce equality data, pay gap analysis, recruitment processes, and reporting.
- Headteachers and Local Governing Bodies are responsible for implementation at academy level and for ensuring local equality information is published and reviewed.

Equality considerations form part of decision-making through the use of Equality Impact Assessments where appropriate.

3. Publishing Equality Information

In line with statutory requirements, the Trust and its academies:

- Publish relevant equality information **annually** on academy websites (Equality / Statutory Information sections)
- Review equality objectives at least **every four years**, with progress reported annually
- Use workforce and pupil data to identify trends, risks, and areas for improvement

4. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the basis of the following characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership (workforce only)
- Pregnancy and Maternity
- Race (Including Ethnicity and Nationality)
- Religion or Belief
- Sex
- Sexual Orientation

5. Workforce Equality Information

The Trust collects and monitors workforce data to meet the PSED, including:

- Workforce profile by protected characteristics (where data is available)
- Recruitment, promotion, and retention data
- Pay and grade distribution, including gender and ethnicity pay gap analysis
- Training access and career progression
- Grievances, disciplinarys, dismissals, and return-to-work processes

This data is used to identify under-representation, potential disadvantage, and areas where action is required. Data completeness is actively monitored and improved.

6. Pupil Equality Information

The Trust monitors pupil equality through analysis of:

- Attainment and progress
- Attendance and exclusion data
- Behaviour incidents
- Access to curriculum, SEND provision, enrichment, and wider opportunities
- Participation in leadership and student voice activities

This information is used to ensure that pupils with protected characteristics are not disadvantaged and that barriers to participation and achievement are addressed.

7. How the Trust Advances the Three Aims of the PSED

Eliminating discrimination

- Clear policies on equality, behaviour, bullying, and harassment
- Staff training on equality, diversity, and inclusion

- Robust reporting and investigation procedures
- Monitoring of incidents and outcomes

Advancing equality of opportunity

- Fair and transparent recruitment and promotion processes
- Reasonable adjustments for staff and pupils
- Targeted support and interventions informed by data
- Inclusive curriculum design and SEND provision

Fostering good relations

- Promoting respect, tolerance, and understanding through curriculum and assemblies
- Engagement with parents, carers, and communities
- Encouraging staff and pupil voice

8. Equality Objectives

The Trust has set the following equality objectives:

1. Increase representation of under-represented groups within leadership and middle leadership roles across the Trust.
2. Improve the completeness and quality of workforce equality data, particularly in relation to disability, sexual orientation, and religion or belief.
3. Monitor and address pay gaps, including gender and ethnicity pay gaps, and publish findings annually.
4. Reduce identified attainment, attendance, or exclusion gaps for pupil groups with protected characteristics.
5. Ensure inclusive recruitment and employment practices, including trained equality representation on recruitment panels.

9. Staff within the Trust Year 2025-2026

Teachers

School	FT Male	FT Female	PT Male	PT Female	Total
Alderman's Green Primary School	5	14	0	9	28
Cawston Grange Primary School	3	12	0	6	21
Courthouse Green Primary School	3	22	0	6	31
Rugby Free Primary School	0	16	0	4	20
Rugby Free Secondary School	37	27	1	12	77
Total MAT	48	91	1	37	177

Support

School	FT Male	FT Female	PT Male	PT Female	Total
Alderman's Green Primary School	1	0	6	43	50
Cawston Grange Primary School	0	0	4	57	61
Courthouse Green Primary School	1	0	2	75	78
Rugby Free Primary School	0	0	1	21	22
Rugby Free Secondary School	3	1	6	43	53
Total MAT	5	1	19	239	264

10. Salary by Gender

School	<19,999K		£20k-£29,999k		£30k-39,999k	
	Male	Female	Male	Female	Male	Female
Alderman's Green Primary School	2	27	3	18	2	5
Cawston Grange Primary School	5	42	0	15	0	4
Courthouse Green Primary School	1	44	2	33	0	9
Rugby Free Primary School	0	3	1	20	0	5
Rugby Free Secondary School	1	14	7	28	6	10
Total MAT	9	130	13	114	8	33

School	£40K-£49,999k		£50k-£59,999k		>£60,999k	
	Male	Female	Male	Female	Male	Female
Alderman's Green Primary School	2	7	2	5	1	4
Cawston Grange Primary School	2	7	1	3	0	2
Courthouse Green Primary School	0	12	2	5	1	4
Rugby Free Primary School	0	9	0	3	0	3
Rugby Free Secondary School	5	11	14	12	15	7
Total MAT	9	46	19	28	17	20

11. Salary By Race

<19k									
School	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
Alderman's Green Primary School									
Cawston Grange Primary School									
Courthouse Green Primary School									
Rugby Free Primary School									
Rugby Free Secondary School									
Total MAT									

£20k-£29k									
School	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
Alderman's Green Primary School									
Cawston Grange Primary School									
Courthouse Green Primary School									
Rugby Free Primary School									
Rugby Free Secondary School									
Total MAT									



£30k-£39k									
School	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
Alderman's Green Primary School									
Cawston Grange Primary School									
Courthouse Green Primary School									
Rugby Free Primary School									
Rugby Free Secondary School									
Total MAT									

£40k-£49k									
School	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
Alderman's Green Primary School									
Cawston Grange Primary School									
Courthouse Green Primary School									
Rugby Free Primary School									
Rugby Free Secondary School									
Total MAT									



£50k-£59k									
School	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
Alderman's Green Primary School									
Cawston Grange Primary School									
Courthouse Green Primary School									
Rugby Free Primary School									
Rugby Free Secondary School									
Total MAT									

>£60k									
School	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
Alderman's Green Primary School									
Cawston Grange Primary School									
Courthouse Green Primary School									
Rugby Free Primary School									
Rugby Free Secondary School									
Total MAT									

12. Additional Workforce Indicators

Grievances: 4

Disciplinary Actions: 1

Complaints of Harassment: 1

Mothers Returning to Work Post-Maternity: 100%