



Equality Objectives (Public Sector Equality Duty) Statement for Publication

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Author Initials	ZW
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(This policy supersedes all previous Equality and Diversity policies)

Amendments

Policy Date	New Version Number	Summary of change	Comments

Union Consultation

Date	Action (meeting, email etc)	Comments	Attendance

Contents

1.	Introduction	4
2.	Equality Objectives 2020-2023	4
3.	Review of Equality Objectives & Equality Information	5

1. Introduction

1.1 The Public Sector Equality Duty came into force in April 2011 as a consequence of the Equality Act (2010). It extends the previous responsibilities placed on schools to eliminate discrimination on grounds of Race, Disability and Gender to cover additional 'protected characteristics', namely age, Sexual Orientation, Religion and Belief, Pregnancy and Maternity and Gender Reassignment. Schools must now have due regard to the need to eliminate discrimination, advance equality of opportunity between people who share a protected characteristic and the rest of the academy community and foster good relations across all characteristics.

2. Equality Objectives 2020-2023

2.1 Our Equality Objectives reflect the Trust's priorities and draw upon available data and other evidence. They focus on those areas where we have agreed to take action to improve equality and tackle disadvantage. Education South West has set the following Equality Objectives for the three-year period 2020 to 2023.

2.2 Our Equality Objectives are:

- a) To use performance data to monitor achievement and respond to variations between groups of children, subjects, key stages, trends over time in order to close identified gaps in attainment amongst disadvantaged children.
- b) To increase awareness and understanding by children of different communities and cultures through the PHSE curriculum, assemblies and links to the PREVENT agenda and Rights Respecting Schools initiative.
- c) To promote and encourage participation throughout the Trust schools of the involvement by children in extra-curricular life of the academy, including leadership opportunities and to make positive contributions to school life.
- d) To raise awareness of the impact of bullying, especially where this relates to protected characteristics, including reducing the incidence of the use of sexist, homophobic and racist language by children within the Trust.

- e) To maximise the inclusion of learners with Special Educational Needs within the mainstream provision, in order to build confidence as learners, promote independence and raise self-esteem.
- f) To continue to value and support all staff within the Trust by promoting a culture where each employee is treated with respect and dignity and recognises the value that a diverse workforce can bring where recruitment, retention, career development, progression, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.
- g) Endeavour to ensure that the staff body is reflective of the demographics of the local community and in particular focus on the representation of women in leadership roles.
- h) To monitor the gender pay gap within the Trust and if a gap exists seek to explore any differentials and aspire to close the gap.

3. Review of Equality Objectives & Equality Information

- 3.1 The equality objectives are reviewed every three years or upon change of relevant legislation. We will monitor the application and outcomes of these objectives and comply to our equality duty to publish progress annually via the Trust's equality information.