Public Sector Equality Duty Statement

The Public Sector Equality Duty is a duty on public bodies and others carrying out public functions. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, in delivering services, and in relation to their own employees. It covers the following protected characteristics:

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. Set Equality Objectives
2. Publish information

Much of the information and analysis will relate to the school improvement plan, evaluations and student data – we intend to use the information to improve education for all groups. We want to make sure we know which pupils are doing well and less well so we can plan and improve. The same applies to our employees.

We work hard to gather this information and it is already being used to develop our practice and improve outcomes for our pupils. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives.

InMAT Academies Trust Equality Objectives

We aim to:

- Provide a secure environment in which all our children can flourish and achieve under the five outcomes of: be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being;

- Include and value the contribution of all families to demonstrate our understanding of equality and diversity;
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- Make inclusion a thread that runs through all of the activities of the setting;
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- Plan systematically to improve our understanding and promotion of diversity;
- Actively challenge discrimination and disadvantage;

Schools - Equality Objectives

1. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Actions:

- Multicultural events
- Assemblies with focuses on different religions and traditions
- Parental involvement
- Invitation to community members who have knowledge and experience of multi culturalism
- Visit to churches, mosques and synagogues in the area

2. To narrow the gaps in progress between pupils with special educational needs and disabilities and all other pupils.

Actions:

- A robust tracking system which separates SEN from additional needs
- Specific staff training
- Pupil progress meetings focussing on SEND
- Small step case studies
- Staff training of differentiated specific learning needs

3. To narrow the gap in attendance between pupils eligible for free school meals and all other pupils.

Actions:

- A Nominated PP Champion
- Breakfast clubs and incentives to early starts
- Tracking system and procedures in place
- Pupil progress meetings focussing on PP