MAT Policy Front Sheet

Policy:	Public Sector Equality Duty (PSED)
MAT board:	Students, Standards and Community
Date adopted by board:	October 2019
Next review date:	October 2022
Version number:	5

Log of Changes

Version no.	Date	Initials	Note of change(s) made
5	14.10.2019	SZ	2.0 bullet 4 'smart skills': removed

CST Ethos and Objectives

All policies within the trust must serve to further our ethos and objectives, summarised below.

Our ethos:
- We have the highest possible ambition for educational success in our area and aim to raise achievement for all.
- We expect all members of each school community to challenge each other to reach high standards and to never accept mediocrity.
- We are committed to improving the life chances of all students.
- We believe our schools should stand at the centre of their communities and work with closely with parents.
- We believe in providing a disciplined, safe and structured school environment with open and regular lines of communication between all stakeholders.
- We aim to nurture a strong culture of learning in our area and encourage the participation of local communities and stakeholders in shaping the education we offer.
- We offer a broad, balanced and stretching curriculum for all with a strong focus on the acquisition of skills for learning, literacy, numeracy, social and cultural development, employment and citizenship.

Our objectives:
- We expect staff and students to share a commitment to personal growth and a belief in human potential
- We want all pupils to make better progress than their peers nationally.
- We want all lessons to provide effective feedback to students so that they know how to improve, are fully engaged and are applying basic skills appropriately.
- We want strong leadership from governors, senior leaders, middle leaders, teachers and students alike.
- We want effective systems across all schools in the trust to be in place to support the good order and success of all schools.

- We want all schools in the trust to become autonomous, self-improving organisations that can drive continual improvement.
- We want all schools in the trust to be judged good or outstanding by Ofsted

Public Sector Equality Duty (PSED)

1.1 Introduction

We aim to ensure that its ethos, policies and practices respect and protect the rights of all individuals and that everyone is enabled to make the most of their abilities and qualities.

Equality is central to the wider issue of social inclusion. It underpins the school curriculum and it is a key consideration in employment policy and practice. We believe that equality of opportunity is the central principle underlying all the work we do.

1.2 Protected Characteristics

The Equality Act 2010 protects people against discrimination because of protected characteristics. Under the Equality Act 2010, there are nine protected characteristics:

- Disability
- Sex
- Race (Ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment
- Marriage and Civil partnership
- Age

1.3 General Duties

The three aims of the Public Sector Equality Duty are 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.

To meet these three aims CST will ensure that all forms of prejudice related behaviours are taken seriously and dealt with equally and firmly.

1.4 Specific Duties

The specific duties which relate to the above general duties are to:

- Publish and analyse information about each school annually.
- Review equality objectives on a three year cycle to ensure they are relevant and effective

1.5 Publicising and Promoting

The trusts' Public Sector Equality Duty will be published on the trusts' website and in the staff shared area of the schools' computer system.

Visitors will be made aware that the schools are committed to the Public Sector Equality Duty and copies can be made available on request, including translations and special formats.

1.6 Monitoring

The trust monitors students' performance across the schools. Data is collated on:

- Attendance and punctuality
- Attainment
- Progress
- Behaviour (Achievement and Exclusions)
- Opportunities for students during and after school
- Pupil voice

This data is analysed by protected characteristics to ensure that students are in receipt of an inclusive education and those with or without a protected characteristic are treated equally.

1.7 Staff

We are an equal opportunities employer. We have a recruitment and selection policy which ensures fairness, irrespective of background. We ensure reasonable adjustments are made for staff to ensure they are not disadvantaged in the workplace.

2.0 Our Equality Objectives – agreed in May 2019.

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Equality objectives are based on an analysis of information and evidence of need. Each school will aim to address areas where there is a need to take action to improve equality and tackle disadvantage.

Each school will regularly review the progress towards the objectives displayed on the website of each school.

- Ensure no progress gap between male and female students is present.
- Regularly monitor and report on protected characteristics data for students. Reporting on exclusions and admissions, ensuring the student population is a true reflection of the community we serve.
- Ensure all teachers and support staff, including Governors and Board Members, are provided with basic Equality training and given the opportunity to further develop in this area.
- Promote understanding and the importance of an equal and diverse culture throughout the school. This will be done through:
  - -Assemblies
  - -Big Questions
  - -Form time
  - -PHSCE

3.0 Policy links

The Public Sector Equality Duty links to other key policies listed below:

- The Equality Policy
- The Recruitment and Selection Policy