

# Public Sector Equality Duty

## Equality information and objectives

St John's CofE Academy



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### 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

### 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

### 3. Roles and responsibilities

The LGB (local governing body) will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Heads of School

The equality link governor is Jane Tudor (Inclusion Governor). They will:

- Meet with the Heads of School, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

**The Heads of School will:**

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

## **4. Eliminating discrimination**

- The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.
- New staff receive training on the Equality Act as part of their induction, and all staff receive annual refresher training.
- The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example,

as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, organising school trips and activities based around the local community, and working with parents to promote knowledge and understanding of different cultures.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school.

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys, girls and transgender pupils

## 8. Equality objectives

### Objective 1

**Undertake an annual analysis of recruitment data and trends with regard to race, sex, age and disability and report on this to the Local Governing Body (LGB) at the first meeting of each academic year.**

#### ***Why we have chosen this objective:***

This objective will allow the Leadership Team to monitor recruitment of staff to the academy as it grows as an all through school over the next seven years (2023 – 2030). This will allow the Leadership team to ensure that the staff of the academy reflects the diversity of the British society in which we all live, so that pupils can see this diversity reflected in those who care for them.

#### ***To achieve this objective we plan to:***

- Ensure that advertisements for all posts invite and encourage applications from all, and that recruitment data is shared with the LGB on an annual basis.
- Actively engage with professional networks to ensure a wider pool of candidates. Implement regular training to recognise and mitigate unconscious bias in the recruitment process.

#### ***Progress we are making towards this objective:***

As a newly opened all through academy, these principles will be applied to all posts advertised, and the first report to the LGB will be in September 2024.

## **Objective 2**

**Ensure that we have in place a reasonable adjustment for all members of our academy community with disabilities, to better meet their needs, to have equal access to all of the activities that the academy has to offer, and to make sure that any disadvantages they experience are addressed.**

### ***Why we have chosen this objective:***

As a Leadership team, we have a commitment to inclusivity and we are committed to ensure that all pupils have access to all curricular and extra-curricular activities during their progress through St John's Academy. We have a commitment to equal access to all opportunities at the academy, as well as a commitment to the equal value of all those who participate.

### ***To achieve this objective we plan to:***

- Monitor the participation of pupils and staff in all extra-curricular activities, in order to ensure that we are making these opportunities open and accessible to all.
- Establish a feedback mechanism where members of the community can suggest improvements to the existing adjustment agreements.
- Conduct regular accessibility audits of the school facilities to identify and address physical barriers.
- Provide tailored support for children with diverse learning needs, including those with Special Educational Needs and Disabilities (SEND), ensuring they have equal access to learning opportunities.

### ***Progress we are making towards this objective:***

Monitoring will begin in September 2024 with the first Year 1 cohort, and will continue through all years as the all through academy grows over the next seven years (2023-2030).

## **Objective 3**

**Ensure an ongoing review of the academy curriculum, to ensure that all texts, resources, images, and videos reflect the diverse British society in which our pupils live, so that that all members of our academy community can recognize positive representations of others like themselves.**

### ***Why we have chosen this objective:***

Our local community is not especially diverse. Consequently we will strive to ensure that our pupils are exposed to other ways of thinking and seeing the world through the curriculum resources they experience on their journey through the academy. We are keen to engage all learners from all backgrounds with our curriculum and with learning. In order to do so, it is important to ensure that our curriculum materials reflect the diversity of the wider British society in which we live.

### ***To achieve this objective we plan to:***

- Set an expectation that our Curriculum Leads develop a curriculum which meets this objective, and report to the senior leaders of the academy on plans to achieve this through line management meetings.
- Involve students in the review process to ensure their perspectives are included. Offer professional development opportunities for teachers focused on inclusive teaching methods and materials.

### ***Progress we are making towards this objective:***

As a newly opened academy, the first review of this objective will be in July 2024.

## **Objective 4**

**Increase pupils' awareness of diversity through assemblies, recognizing our cultural diversity through the celebration of national representation events.**

***Why we have chosen this objective:***

As a Church of England academy, we will strive to ensure that we develop a distinctive Christian ethos at St John's. However, it is important to reflect the diversity of our society by educating our pupils in the traditions of other national, cultural events.

***To achieve this objective we plan to:***

- Plan an assembly programme which reflects the diversity of our British culture. Set an expectation that our Phase Leads develop an assembly programme which meets this objective, and report to the senior leaders of the academy on plans to achieve this through line management meetings. Incorporate interfaith and cultural celebrations into the assembly program to foster understanding and respect for different beliefs and cultures.
- Invite guest speakers from various backgrounds to share their experiences and perspectives with the students.
- Encourage parents and community members to participate in and contribute to these events, enhancing community engagement.

***Progress we are making towards this objective:***

As a newly opened academy, the first review of this objective will be in July 2024.

## **Objective 5**

**Promote our academy values of Respect, Kindness and Courage through the lives and examples of leading figures from different ethnicities, religions, sex, physical abilities, beliefs and social backgrounds within our diverse British culture.**

***Why we have chosen this objective:***

Our values are central to all we do at St John's Academy, and need to inform all we do.

***To achieve this objective we plan to:***

- Keep our core values central to all of our curricular and extra-curricular planning, so these are lived by all students as they progress through the academy.
- Regularly feature stories and achievements of diverse figures in school communications.
- Encourage students to engage in community service projects that align with the academy's values, providing practical experience in understanding and promoting diversity.

***Progress we are making towards this objective:***

As a newly opened academy, the first review of this objective will be in July 2024.

## **9. Monitoring arrangements**

The Heads of School will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by the Headteacher and LGB on an annual basis.

## **Links with other policies**

This document links to the following policies:

- Equality, Diversity & Inclusion Trust Policy
- Accessibility plan
- SEND policy
- Dignity at work policy
- Anti-Bullying policy