



A C A D E M I E S

Equality Information and Objectives under the Public Sector Equality Duty (PSED)

Policy Owner:	Andrew Martin
Ratified:	QAT Board
Date:	June 2021
Next review date:	September 2022

Contents

1. Aims.....	2
2. Mission Statement and Ethos	2
3. Statement of Purpose	2
4. Legislation and guidance	3
5. Equality Objectives.....	3
6. Roles and responsibilities.....	4
7. Monitoring Arrangements	4

1. Aims

Q3 Academies Trust (QAT) aims to meet its obligations under the public sector equality duty 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.

Our focus for students: In order to measure the impact of our work we will be tenacious in challenging ourselves to increase opportunities and improve outcomes for all student groups ensuring all students are free from discrimination, prejudice and bias.

- ✓ Disadvantaged students eligible for pupil premium
- ✓ Students with Special Educational Needs and Disabilities (SEND)
- ✓ Students from Our minoritised Students groups including those from minoritised racial backgrounds
- ✓ Underperforming White British students (particularly Disadvantaged WB Boys)
- ✓ Boys in the schools where they are currently underperforming compared to girls
- ✓ Girls in the schools where they are currently underperforming compared to boys

Our focus for staff: We recognise that some of our staff have experienced discrimination and inequality in their lives outside of work and within the careers in Education. We will proactively engage with staff where unfairness, bias and prejudice experienced in their lives has reduced or withdrawn opportunities rather than increased them. In order to measure the impact of our work we will be tenacious in challenging ourselves to increase opportunities for our all our staff with particular focus and monitoring of gender, race/ethnicity, and disability and all protected characteristics as defined in the Equalities Act 2010.

We have an important role to play in some of these areas and can make a significant contribution to improving some of these indicators for staff and students in our academies.

2. Mission Statement and Ethos

Mission	To improve the life chances of all our children, by challenging and supporting Academies within the Trust to pursue excellence at every level.
Ethos Statement	To seek for that which is Good , to seek for that which is Right , to seek for that which is True .

Q3's reputation is built on:

- ✓ An ethos and culture of integrity and honesty. What we say and do, we believe;
- ✓ A clear and defined purpose for every child;
- ✓ Uncompromising standards from governors through to students;
- ✓ Building right relationships – people matter most;
- ✓ Recognition and rewards;

3. Statement of Purpose

We value the individuality of all staff and students in our school communities and we are committed to enabling all students to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential. We are also committed to safeguarding and promoting the welfare and wellbeing of our children and young people and expect all staff and volunteers to share this commitment.

4. Legislation and guidance

The Equality Act 2010 which came into force on April 5th 2011. This policy has been designed to ensure that the school fulfils its legal and moral obligations and meets the requirements and expectations of the act. The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties: Page 2 of 8 1. The Public Sector Equality Duty or 'general duty' This requires all public organisations, including schools to give due regard to the need to (in relation to the protected characteristics¹):

- ✓ Eliminate unlawful discrimination, harassment and victimization.
- ✓ Advance equality of opportunity between different groups.
- ✓ Foster good relations between different groups.

Two 'specific duties'

This requires all public organisations, including schools to:

- ✓ Publish information to show compliance with the Equality Duty.
- ✓ Publish Equality Objectives at least every 4 years which are specific and measurable.

5. Equality Objectives

- ✓ To ensure that all staff and governors are aware of current legislation surrounding equality and diversity including in the recruitment and retention of staff;
- ✓ Arrange for appropriate staff training so that all have an up to date understanding of current/contemporary issues or concerns around equality and diversity for all students, staff and the local community;
- ✓ To promote British Values including cultural understanding and awareness and acceptance of different religious beliefs between different ethnic, religious, gender or racial groups across our Academies;
- ✓ To promote mental health awareness and develop appropriate interventions and preventions where necessary for staff and students;
- ✓ Close gaps in attendance, attainment and achievement for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups;
- ✓ Continue to improve accessibility across the QAT for students, staff and visitors with disabilities, including access to specialist teaching areas;
- ✓ Monitor the incidence of the use of homophobic, transphobic, sexist, racist and xenophobic language or any other hate-fueled language by students or visitors in our Academies;
- ✓ To review current policies and practices to be more inclusive and celebrate diversity;
- ✓ To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

Our Objectives/Focus for 2021-2024

MANAGEMENT INFORMATION: To effectively **monitor and analyse student opportunities and outcomes** by race, gender and special educational need or disability and act on any trends or patterns in the data that highlight additional support for students.

CURRICULUM: To **deliver a broad and balanced curriculum, that provides opportunities for all students** to achieve the highest standards of education, using resources to support students who need it the most. We will deliver a programme of assemblies and extra-curricular activities to promote the ethos of equality to students and help students develop good relationships with people of different characteristics.

ENGAGEMENT AND OPPORTUNITY: To **raise levels of engagement and opportunity** for students, staff and volunteers in the breadth of activities in school. This includes in opportunities in study, work and volunteering, in serving our school communities including in positions of influence and leadership.

6. Roles and responsibilities

The Local Governing Body (LGB) will:

- ✓ Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Academy, including to staff, students and parents/carers, and that they are reviewed and updated at least once every four years ;
- ✓ Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head of School.

The equality link governor will:

- ✓ Meet with the designated member of staff for equality termly and other relevant staff members, 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 LGB regarding any issues.

The Head of School will:

- ✓ Promote knowledge and understanding of the equality objectives amongst staff and students;
- ✓ Monitor success in achieving the objectives and report back to governors.

The designated member of staff for equality will:

- ✓ Support the Head of School in promoting knowledge and understanding of the equality objectives amongst staff and students;
- ✓ Meet with the equality link governor termly to raise and discuss any issues;
- ✓ Support the Head of School in identifying any staff training needs, and deliver training as necessary.

All staff are expected to:

- ✓ promote an inclusive and collaborative ethos in their classroom and amongst colleagues
- ✓ deal with any prejudice-related incidents that may occur and refer as appropriate
- ✓ plan and deliver a curriculum and lessons that reflect the ethos and core values of the school
- ✓ keep up to date with equalities legislation relevant to their work

7. Monitoring Arrangements

The Trust will update the equality information we publish, annually; involving the equality link governor at each Academy. The Trusts equality information and objectives will be reviewed by the QAT Board annually.