



*Creative  
Education  
Trust*

## **Public Sector Equality Duty Statement of Intent**

### **Equality Statement**

This statement provides information about how Creative Education Trust (the Trust) ensures it meets its Specific Duties under the Equality Act 2010 (the Act) in relation to the Public Sector Equality Duty (PSED).

The PSED requires the Trust, as a body carrying out public functions, to have due regard 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.

These are known as the General Duties of the PSED.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

The Trust is committed to actively examining current and proposed policies and practices, to ensure that they are not discriminatory under the Act.

The PSED also requires our academies to publish information about equalities, which can be found at appendix 1.

### **Protected characteristics**

Under the Act, certain groups of society will be protected, by way of a particular characteristic. These are known under the Act as protected characteristics. The Trust has a statutory duty under the PSED to minimise or remove the disadvantages suffered by those with the below protected characteristics, and to promote equality for all.

The protected characteristics under the Act are:



- Age (not applicable to pupils, but applicable to staff, parents and visitors)
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership (applicable only to the first General Duty. Not applicable to pupils, but applicable to staff, parents and visitors)

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 academies aim to achieve.

### **Specific Duties**

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

1. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

### **Application**

This policy applies to pupils, staff and visitors to any academy within the Trust and its principles and values apply equally to everyone.

### **Principles and values**

We will collect and use equality information to help us to:

1. identify key issues, ensure equality for all and remove disadvantages suffered by those with protected characteristics
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby make informed decision making to plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions and how we will eradicate this, as far as reasonably possible, in the future
4. ensure that staff and students alike are recognised for their talents
5. identify what the key equality issues are for our organisation and all those accessing the facilities, resources and benefits provided by the Trust.
6. prepare and publish information to demonstrate how our academy is complying with and meeting the PSED



Appendix 1 provides information about the Harfield Primary Academy school community

Appendix 2 outlines the equality objectives for Harfield Primary Academy



## Appendix 1

The information below demonstrates the ways that the Harpfield Primary Academy implements the duties of the PSED:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Through the framework of policies implemented across the Trust
    - Equality, Diversity and Inclusion Policy
    - Supporting pupils with medical conditions policy
    - Staff code of conduct
    - Anti-bullying policy
    - Behaviour for learning policy
    - Child Protection Policy
    - Complaints Policy
    - Discipline and Grievance policies
    - Family Friendly Policy
    - Flexible Working Policy
    - Special Educational Needs and Disability (SEND) Policy + SEND information Report
    - Relationships & Sex Education (RSE) Policy
    - Admissions Policy
  - Staff are reminded regularly of their duties via updates, staff meetings and CPD.
  - All staff have undertaken Equality, Diversity and Inclusion training.
  - Whenever policies are reviewed and updated, we always take into account any relevant equal opportunity implications.
  - We promote a culture in which parents feel comfortable to approach the school with concerns or difficulties. Strong relationships between staff and parents has helped to develop a culture where the strengths and needs of protected characteristic groups are understood, acknowledged and valued.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Achieving the expected standard in reading, writing and maths combined attainment data (latest available is 2018-19):
    - Boys (17): 41%; Girls (13): 62%
    - Disadvantaged pupils (11): 27% compared to 71% nationally.
    - SEND (3) 0%; Non-SEND (27) 56%
    - English as first language (16) 44%; English as an additional language (13) 54%
    - 0 pupils have been excluded during this period.
  - We regularly analyse the progress and attainment of all pupils and specific groups of pupils in order to identify any variations. Pupils are looked at individually and school leaders, alongside teachers, examine the reasons for the variations. Pupils are then supported in a way that is most appropriate for them.
  - We have extremely low incidents of bullying in school. Written logs are kept of evidence to help to determine any trends. Where there are incidents, they are dealt with swiftly. When a child demonstrates intolerance or disrespect with regard to the characteristics of another person, we will work with that child, and



their parents, to strengthen their understanding of why their behaviour or language has not been appropriate.

- We offer a range of extra-curricular clubs to all of pupils each term. Pupils from all protected characteristic groups and their parents choose which clubs they would like to attend. E.g. art club, a variety of sports/exercise clubs, music & drama club, and cookery club. A homework club runs throughout the year for those pupils who need to access school resources in order for them to complete their work. Each member of staff creates a register and tracks attendance.
  - Disadvantaged pupils receive weekly music enrichment with our specialist music teacher.
3. Foster good relations between people who share a protected characteristic and those who do not.
- Our curriculum is inclusive to all pupils and adaptations are made where necessary.
  - Specific PSHCE (Personal, Social, Health and Citizenship Education) and RSE lessons across all year groups promote good relations between pupils with different protected characteristics.
  - Celebrate world festivals and religious celebrations; including holding our own annual 'cultural day' in school.
  - Community involvement with local places of worship.
  - Assembly themes that are important for children, staff and families across the protected characteristic groups. Themes that also promote British Values to develop their understanding and model good practice.
  - Promote and work with the pupils and staff on our school values of: celebrating diversity and being tolerant of others; being resilient, ambitious, determined and courageous; encouraging and celebrating creativity; being a collaborative learner and co-operating with others and showing respect and kindness to yourself and others.



## Appendix 2

### Equality objectives

Our equality objectives for 2021-2022 are:

- To close the gap between disadvantaged pupils and non-disadvantaged pupils.
- To ensure that a higher number of disadvantaged pupils achieve higher standards in reading, writing and maths.
- To deepen understanding of the protected characteristic groups through a comprehensive PSHCE and RSE curriculum.

These objectives are described in more detail in the Academy Improvement Plan. Progress towards achieving these objectives is under constant review and is reported to governors at every local governing body meeting.