

Public Sector Equality Duty Statement



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1. Introduction

Under the Equality Act 2010 (General Duties) Regulations 2011 (the Regulations), Extol Trust is obliged to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act; by removing or minimising disadvantages suffered by people due to their protected characteristics (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation);
- Advance equality of opportunity between people who share a protected characteristic and those who do not; by taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- Foster good relations between people who share a protected characteristic and those who do not; by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

These are referred to as the General Duties of the Public Sector Equality Duty (PSED).

The Government also introduced secondary legislation (the Equality Act 2010 (Specific Duties) Regulations 2011) which is intended to help public authorities meet their obligations under the PSED.

The specific duties require schools/academies to –

- i) Publish information to demonstrate how they are complying with the PSED, and update this annually, and
- ii) Prepare and publish equality objectives, at least every four years

1.1 Trust Vision and Values

1.1.1 Vision

Our vision is to continue to grow our collaborative North East Trust. We acknowledge that through our partnership we can change and influence, for the better, the educational landscape and the levelling up agenda. Children, because of the education they access, leave our schools as well-rounded ambitious individuals, well equipped in all aspects for a modern, diverse society where they will fulfil their potential.

1.1.2 Our Values and Ethos

The core values of Extol are Inspiration, Excellence, Partnership these underpin our ethos.

Inspiration Extol is a Trust that inspires all of its schools to be that “stand out school”. We constantly seek inspiration from local, national and international initiatives/research. We passionately believe that by investing in our workforce we develop an inspiring, committed and professional team within each school

Excellence Extol has a focus on excellence in all that we do. We strive to achieve the very best for our schools and their communities. We know that access to an excellent education opens opportunities for individuals and the community in which they live.

Partnership Extol knows there is power within a partnership of schools. We believe that a true, inclusive partnership with people driven by the same 'why', allows our family of schools to learn with and from each other. Ensuring no individuals, no schools or communities are left behind. Extol is determined to fulfil this promise. Collaboration and co-operation are fundamental to how we work.

Our Ethos

Our ethos is characterised by a culture of inclusion, positive attitude, high expectation and aspiration. These are related to the whole learning community, pupils and staff.

- Strong, ethical leadership, who act with integrity
- As a collective we can achieve much more
- Excellence underpins all that we do
- Everyone has a voice and is listened to
- Everyone deserves the widest opportunities to achieve success
- Everyone will succeed, external factors are not a barrier to learning or success
- We invest in people, our school communities and the communities we serve

1.2 Aims of the Policy

1.2.1 To comply with the Specific Duties as defined by the Public Sector Equality Duty by setting equality objectives in trust and academy plans; and publishing appropriate information.

2. Extol Trust Context

2.1 Geographical Location

2.1.1 Extol Trust comprises of primary schools (mainstream and special) based in a number of different local authority areas within the North East of England.

2.1.2 Our family of schools work as a partnership. Schools are encouraged to collaborate with our family of schools and with schools within their own geographical communities.

2.1.3 All schools reflect the Trust's commitment to be inclusive to the local community in which it is located.

2.2 Extol Trust as an Employer

2.2.1 The Trust has an obligation to provide a workplace that is free from discrimination, bullying or harassments. This obligation is managed through the Trust's HR policies.

2.2.2 The Trust's HR policies are subject to full consultation, equality impact assessed and continually reviewed.

2.3 Outcomes for Pupils

- 2.3.1 All schools will provide an environment that is free from discrimination and harassment.
- 2.3.2 The Trust has high expectations and aspirations for our pupils.
- 2.3.3 The Trust will target support aimed at alleviating disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics. Any positive adaptation made will be proportionate in achieving the relevant aim.

2.4 Equality Objectives

- 2.4.1 To ensure that all personnel associated with the Trust, are aware of current legislation surrounding equality and diversity and understand their responsibility
- 2.4.2 To actively close gaps in attainment and achievement between pupils for all significant groups of pupils; especially pupils eligible for Pupil Premium, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.
- 2.4.3 To narrow gap in attendance between pupils for all significant groups of pupils; especially pupils eligible for Pupil Premium, pupils with special educational needs and disabilities
- 2.4.4 Continue to improve accessibility across the school sites for pupils, staff and visitors with disabilities.
- 2.4.5 Monitor the incidence of the use of homophobic, sexist and racist language by pupils in our schools.
- 2.4.6 To continuously review and revise the EYFS – Key Stage 2 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

3 Roles and Responsibilities

3.1 Implementation

The Trust will ensure there is a common set of values and objectives; together with consistent approach to communicating, implementing and monitoring the policy.

- 3.1.1 The Trust will have due regard to its obligations under the Regulations when making a decision and will be taken into consideration in developing policies.
- 3.1.2 The Trust will ensure that relevant policies are adopted by each school.

3.2 Publication

- 3.2.1 The Trust will publish information about equalities, to demonstrate how it is complying with the PSED.
- 3.2.2 The achievements of pupils will be monitored by ethnicity, gender, special educational needs and disability. This data will be used to support pupils, raise standards and ensure inclusive teaching across the Trust.

3.3 Action

[includes but is not limited to:]

- 3.3.1 The Trust will strive to create an inclusive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance.
- 3.3.2 Pupil data and performance is maintained and analysed. Identified priorities are included in individual school's Securing Improvement Plans.
- 3.3.3 Staff data, including pay progression, is maintained and reported as appropriate.
- 3.3.4 Senior leaders of the Trust are responsible for a consistent and high-profile lead on equality and diversity; and advancing equality and diversity by ensuring policies and procedures are followed appropriately.
- 3.3.5 Staff are responsible for complying with Trust policies and procedures.
- 3.3.6 All staff are responsible for promoting equality and diversity and avoiding unfair discrimination, actively responding to incidents of unfair discrimination carried out by pupils, other staff or visitors.
- 3.3.7 All pupils are responsible for respecting others in their language and actions; and will comply with Trust's statement of intent and a school's individual behaviour policy.
- 3.3.8 Acts of discrimination will be tackled through the appropriate policy.

3.4 Monitoring and Review

- 3.4.1. The Board of Trustees will monitor that the Trust is fulfilling the Equality Duties for pupils and staff.

4 Stakeholder Involvement

- 4.1 In developing, monitoring and reviewing action plans, the Trust will continually seek the views of stakeholders. Stakeholder participation will include, but is not limited to:
 - Student voice, student surveys and student data
 - Staff surveys and workforce data
 - Parents' evenings and parent/carer questionnaires/surveys, compliments, complaints or feedback
 - Members of the local community
 - Others with specialist knowledge to inform the trust approach as appropriate.

5 Monitoring and Evaluation

- 5.1 Extol Trust is committed to monitoring and reviewing the effectiveness of the Public Sector Equality Duty Policy.