LONDON SOUTH EAST ACADEMIES TRUST

EQUALITY AND DIVERSITY

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EQUALITY AND DIVERSITY

EQUALITY DUTY STATEMENT

INTRODUCTION

This document describes how London South East Academies Trust intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its pupils and its workforce.

The Public Sector Equality Duty requires our Trust to publish information about Equalities, specifically taking the following groups into account.

PROTECTED CHARACTERISTICS

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

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 schools aim to achieve.

GENERAL DUTIES

The three aims of the Public Sector Equality Duty are 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.

SPECIFIC DUTIES

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

1. Set Equality Objectives
2. Publish information

Much of the information and analysis will relate to the school improvement plan, evaluations and student data – we intend to use the information to improve education for all groups in each of our academies. We want to make sure we know which pupils are doing well and less well so we can plan and improve. We do this by comparing different groups against the whole cohort and against each other. The same applies to our employees.

We work hard to gather this information and it is already being used by our academies to develop their practice and improve outcomes for our pupils. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives.

LONDON SOUTH EAST ACADEMIES TRUST EQUALITY OBJECTIVES

Each academy within our family of schools has their own equality objectives, dependent on their current demographic and annual review. As a whole Trust we aim to:

- Provide a secure environment in which all our children can flourish and achieve under the five outcomes of: be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being;
- Include and value the contribution of all families to demonstrate our understanding of equality and diversity;
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- Make inclusion a thread that runs through all of the activities of the setting;
- Promote inclusive practices beyond our own academies and within our communities;

- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;

- Plan systematically to improve our understanding and promotion of diversity;

- Upskill our staff team to improve their understanding of diversity through on-going staff training and including this within all induction training for staff;

- Use our knowledge of our local areas to inform our practices in terms of engagement, SEN, curriculum and safeguarding;

- Actively challenge discrimination and disadvantage.

LINKED POLICIES

Please refer to local arrangements for the delivery of this statement in our hub policies as outlined below:

- Equality and Diversity Policy
- SEN Policy
- Accessibility Plan
- Complaints Policy