



Chiltern Way Academy Trust

Turning Futures Around

Public Sector Equality Duty Policy

Responsibility for this policy (job title): Assistant Head

Responsibility for its review: CEO

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Policies and British Values

In line with our School Development Plan, Chiltern Way Academy Trust believes in equal opportunities for all. An education that focuses on numeracy, literacy, life and vocational skills will best serve our students to face the challenges of Twenty First Century life. We acknowledge the expectation that the key British Values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, will be routinely emphasised as part of academy life, both inside and outside the classroom. It is the expectation that all our students will leave the academy prepared to serve the community positively, fully imbued with a balanced view of society and its differences. This encompasses the UNCRCs rights for the child.

GUIDANCE IN THE PUBLIC SECTOR EQUALITY DUTY

Areas to Consider

- The Equality Act 2010
- Protected Characteristics
- Discrimination
- Harassment
- Victimisation
- Admissions of Students
- Exclusions of Students
- Safeguarding and Bullying

Public Sector Equality Duty

Chiltern Way Academy Trust has an obligation under the Equality Act of 2010 as both an employer and a school, which carries out a public function and service.

Compliance with the Public Sector Equality Duty by 31st December 2011 is a legal requirement and requires schools to integrate and include consideration of Equality into day-to-day routines at Chiltern Way Academy Trust.

As Set out in The Equality Act 2010, schools in the exercise of their functions must have due regard to:

1. Eliminate unlawful discrimination, harassment, 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 relationships between people who share a protected characteristic and those who do not

Protected Characteristics

The protected characteristics for the schools provisions are:

- 1) Disability
- 2) Gender reassignment
- 3) Pregnancy and maternity
- 4) Race
- 5) Religion or belief
- 6) Sex
- 7) Sexual orientation

For schools, age is not a protected characteristic in the equality duty in relation to education or the provision of services, it is included however in relation to staff. Marriage and civil partnership are also protected characteristics but only in relation to employment.

This policy is written to harmonise our existing Gender, Race and Disability Policies into one and to further include gender reassignment, sexual orientation, pregnancy and maternity and religion or belief.

Objectives

- To ensure that all students have equal access to an appropriate, relevant and differentiated curriculum
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the academy and the wider community
- To investigate any form of discrimination, harassment or victimisation by, or to, any students or member of staff at Chiltern Way Academy Trust
- To ensure that no-one is unfairly or illegally discriminated against as a consequence of any of their protected characteristics
- To ensure that all students and members of staff are fully involved in this policy and provision made by the academy and that management accepts full responsibility for regular review and transparency
- To identify training requirements in this very important area and allocate academy budget funding

Strategies

- Appropriate stakeholders of Chiltern Way Academy Trust will be fully involved and consulted about the provision outlined in this Public Sector Equality Duty
- Members of the Leadership Team will be trained to undertake Equality Impact Assessments at appropriate intervals to identify any areas of concern
- All Teaching and non-teaching staff will attend training on identification of discrimination, harassment and victimisation as part of the academy's continuing professional development
- Members of the Academy Student Forum will be asked for their views on implementing this duty and may assist in information gathering
- All diversity will be viewed positively and become a resource for teaching, learning and the curriculum at Chiltern Way Academy Trust
- The positive achievements of all students will be celebrated and recognised

Outcomes

- All staff and students should feel safe from victimisation, harassment and discrimination and feel treated with equal status
- The involvement of parents / carers and Trustees to enhance equality wherever possible
- The involvement of all children in promoting diversity and equality
- Reasonable adjustments should be made to accommodate difference and promote equality by all members of staff
- The Equality Impact Assessment results (although not a statutory requirement) are acted upon as quickly as possible
- Admissions, Safeguarding, Special Educational Needs, Disability, Teaching and Learning, Bullying, and Exclusion Policies are kept under regular review with regard to promoting Equality and remaining within the Public Sector Equality Duty

The Objective for 2022/23

An objective will be reviewed annually. The objective for 2022/23 is as follows: 'Understanding our own specific diagnoses and needs and learning to understand others too'

Activity/Action-Who	Measurement	Target date	Resources	Monitoring
<p>Ensuring that students are taught about their own diagnoses and given the opportunity to learn about others</p> <ul style="list-style-type: none"> Review curriculum content at all Key Stages to ensure that it is tailored to teach students about ASC, ADHD and other neurodiversity's Ensure that all Key Stages are taught about recognising and accepting differences through PHSE curriculum or diversity assemblies To consistently embed the message that some behaviours are symptomatic of a person's need Ensuring that students are taught about successful people who have neurodiversity's 	<p>Curriculum Review from SLT</p> <p>Organise relevant curriculum opportunities across all sites and key stages-relevant SLT</p> <p>SLT to identify any CPD need for staff</p>	<p>Relevant curriculum changes to be in place for September 2022</p> <p>Monitoring and review ongoing to embed messages</p>	<p>Jigsaw Primary PSHE Curriculum</p> <p>Relevant SOW for KS3 and KS4</p>	<p>SOW are appropriately reviewed, updated and reworked in line with targets</p> <p>Use of data from CPOMS to track incidences of peer on peer verbal abuse and identifying any trends</p>