EQUALITY AND DIVERSITY EQUALITY DUTY STATEMENT

INTRODUCTION

This document describes how Truro and Penwith Academy 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

Age

Disability

Sex (gender)

Race (ethnicity)

Pregnancy and Maternity

Religion and Belief

Sexual Orientation

Transgender

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:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

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:

Set Equality Objectives

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. 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.

TRURO AND PENWITH ACADEMY TRUST EQUALITY OBJECTIVES

Each of our schools has their own equality objectives, dependent on their current demographic and annual review.

As a whole Trust we are committed to:

Eliminating discrimination and harassment in all areas

Making our school safe and secure for all

Promoting equality of opportunity. We will ensure that every pupil has access to the necessary support required to enable them to achieve their highest potential

Promoting good relations and positive attitudes towards all people

Developing tolerance, empathy and respect for people of all religions and beliefs

Encouraging active participation in the life and work of the community

Our commitment covers equality on grounds of all protected characteristics listed above. We expect all our trustees, staff and local governing body members to put in place our commitment and organisation's values by:

Ensuring a high standard of behaviour, we will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable

Responding quickly to complaints and incidents in a positive and pro-active way

Providing equality of access to services, facilities and information

Ensuring that the adults working or volunteering in the school where possible, reflect a wide range of protected characteristics including appropriate

representation of diverse ethnic groups, LGBTQIA+ and disabled people. We believe that this will provide good role models for pupils from all backgrounds.

Promoting activities that celebrate our common experience as well as those that recognise diversity and foster understanding and respect for the culture and faith of all our learners and their families

Where possible planning to meet the specific needs of individual pupils within the recognised protected characteristics and pupil premium pupils.