

Equal opportunities policy



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Compliance publication

1. The Public Sector Equality Duty (“PSED”)

1.1. The PSED, sometimes referred to as the ‘general duty’, extends the Academy’s equality duties to all eight protected characteristics:

Race, Disability, Sex, Age, Religion or belief, Sexual orientation, Pregnancy and maternity, and Gender reassignment

1.2. There are three main elements of the duty:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it

1.3. Decision makers in the Academy must be aware of the duty to have due regard when making a decision or taking an action, and must assess whether it may have implications for people with particular protected characteristics

2. Specific duties under the PSED

2.1. The Academy will

- Publish information to demonstrate how it is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic; and
- Prepare and publish equality objectives

2.2. The Academy will set up an equalities page on its public website where this information will be present or links to it will be available.

3. Specific duty: publishing information

Eliminating discrimination and other conduct that is prohibited by the Equality Act 2010

3.1. The Academy will publish:

- Copies of relevant policies where the importance of avoiding discrimination and other prohibited conduct is expressly noted; this will include the Academy’s Accessibility Policy



- Details of relevant discussions at meetings of the Local Governing Body
- Evidence of staff training on the Equality Act 2010

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

3.2. The Academy will publish:

- Attainment data which shows how pupils with different characteristics are performing
- Information about work done in response to analysis of data

Fostering good relations across all characteristics, between people who share a protected characteristic and people who do not share it

3.3. The Academy will publish evidence relating to matters such as:

- Aspects of the curriculum that promote tolerance and friendship, or which share understanding of a range of religions or cultures
- Assemblies dealing with relevant issues
- Involvement with the local communities
- Initiatives to deal with tensions between different groups of pupils within the school itself

4. Specific duty: preparing equality objectives

4.1. The Academy will publish its equality objectives which may include those relating to:

- Narrowing the gap in performance of disabled pupils
- Reducing the number of homophobic incidents
- Encouraging girls to consider non-stereotyped career options

4.2. The Academy will not need to have to write objectives for each protected characteristic.



Equal opportunities policy	Public Sector Equality Duty								
Compliance publication checklist									
The Academy will set up an equalities page on its public website where this information will be present or links to it will be available.									
<i>Date reviewed</i>									
<i>General</i>									
	Information to demonstrate how it is complying with the PSED								
	Equality objectives								
	Accessibility Policy								
	Copies of relevant policies where the importance of avoiding discrimination and other prohibited conduct is expressly noted								
	Details of relevant discussions at meetings of the Local Governing Body								
	Evidence of staff training on the Equality Act 2010								
<i>Advancing equality of opportunity between people who share a protected characteristic and people who do not share it</i>									
	Attainment data which shows how pupils with different characteristics are performing								
	Information about work done in response to analysis of data								
<i>Fostering good relations across all characteristics, between people who share a protected characteristic and people who do not share it</i>									
	Evidence showing aspects of the curriculum that promote tolerance, friendship, and understanding religious and cultural values								
	Details of assemblies dealing with relevant issues								
	Details of involvement with the local communities								
	Details of initiatives to deal with tensions between different groups of pupils within the school itself								
<i>Equality objectives relating to</i>									
	Narrowing the gap in performance of disabled pupils								
	Reducing the number of homophobic incidents								
	Encouraging girls to consider non-stereotyped career options								