



*Creative
Education
Trust*

Public Sector Equality Duty Statement of Intent

Equality Statement

This statement provides information about how the Creative Education Trust ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our academies to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account as they have 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.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

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. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

Principles and values

We will collect and use equality information to help us to:

1. identify key issues
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby, plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions
4. identify what the key equality issues are for our organisation
5. publish information to demonstrate how our academy is complying with the PSED
6. prepare and publish objectives to meet our PSED.

Appendix 1 provides information about the Woodlands Primary Academy school community

Appendix 2 outlines the equality objectives for Woodlands Primary Academy



Appendix 1

The school community 2015/16

The percentage of pupils who have been eligible for free school meals at any point in the past six years is 13.4% compared to 26% nationally.

The percentage of pupils from ethnic minority backgrounds is 6.4% compared to 32% nationally.

The percentage of pupils who speak English as an additional language is 2% compared to 20% nationally.

The percentage of pupils who have special educational needs or are disabled is 9.9% compared to 13% nationally.

47.9% of our pupils are girls compared to 49% nationally.

0 pupils have been permanently excluded during this period.

There were 26 recorded bullying incidents during this period. 3 of the victims had a protected characteristic as follows, 2 for sexism and 1 for racism.

Our workforce is 11 males and 57 females.

The following data are taken from RaiseonLine and show the academic achievement of different groups of pupils in 2015/16 national assessments.



KS2 reading, writing and mathematics 2016

ST. MICHAEL'S PRIMARY SCHOOL, WIMBORNE, DORSET BA15 2JW

	National comparator type	Expected standard +		High standard	
		Sch %	Nat %	Sch %	Nat %
all pupils	all	27	53	0	5
male	same	30	50	0	5
female	same	25	57	0	6
disadvantaged	non	11	60	0	7
other	same	30	60	0	7
Free School Meals	non	11	60	0	7
Children Looked After	non	-	54	-	5
SEN with statement or EHC plan	all	0	53	0	5
SEN support	all	22	53	0	5
no SEN	same	30	62	0	6
on roll in years 5 & 6	same	27	55	0	6
English first language	all	28	53	0	5
English additional language	all	0	53	0	5
Prior attainment					
overall low	same	0	6	0	0
overall middle	same	19	47	0	1
overall high	same	62	91	0	17
reading low	same	0	7	0	0
reading middle	same	16	48	0	1
reading high	same	69	91	0	18
writing low	same	0	10	0	0
writing middle	same	27	57	0	3
writing high	same	100	95	0	27
mathematics low	same	0	5	0	0
mathematics middle	same	23	49	0	2
mathematics high	same	71	91	0	21
Ethnic group					
White					
White	all	55	53	0	5
British	all	52	53	0	5
Irish	all	0	53	-	5
Traveller	all	0	53	-	5
Gypsy/Roma	all	0	53	-	5
any other White background	all	3	53	0	5
Mixed					
White & Black Caribbean	all	0	53	-	5
White & Black African	all	0	53	-	5
White & Asian	all	0	53	-	5
any other mixed background	all	0	53	-	5
Asian or Asian British					
Asian	all	0	53	-	5
Indian	all	0	53	-	5
Pakistani	all	0	53	-	5
Bangladeshi	all	0	53	-	5
any other Asian background	all	0	53	-	5
Black or Black British					
Black Caribbean	all	0	53	-	5
Black African	all	0	53	-	5
any other Black background	all	0	53	-	5
Chinese					
any other ethnic group	all	0	53	-	5
unclassified - refused	all	0	53	-	5
unclassified - not obtained	all	0	53	-	5



Appendix 2

Equality objectives 2016/17

Our equality objectives for 2016/17 are:

- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- To tackle prejudice and promote understanding in relation to people with disabilities.