



**South East Cornwall Multi Academy Regional Trust**

# **Public Sector Equality Duty**

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## Introduction

SMART is a public body by virtue of the funding received from the Department for Education and therefore has responsibilities under the Equality Act 2010, both as an employer and as a provider of education.

## About us

Our vision, which centres on SMART learners, SMART leaders, SMART communities, upholds the core principles of our equality duty. Held at the core of our Multi Academy Trust, our vision provides an agreed statement of what we want to achieve together. It allows us to set the defined direction of our development at the level of the individual school as well as more widely across the MAT:

### SMART Learners

- Every child and adult constantly striving for excellence in all areas of learning.
- Positive recognition of achievement in all its forms and at all levels ensuring every learner feels both supported and challenged.
- Creating strong partnerships with peers and parents to maximise the progress of all learners.

### SMART Leaders

- Every child and adult having opportunities to demonstrate and develop their leadership.
- Schools, governors, staff and children being empowered to be active in developing their own character and owning their own futures.
- Headteachers and Governors earning autonomy for their school and actively engaging in system leadership regionally, nationally and internationally.

### SMART Communities

- One Trust, working together to focus on the needs of all learners at all phases across South East Cornwall.
- Inclusive local schools with all children and adults making positive contributions as good citizens to strengthen local communities
- All children and adults feeling safe within a caring and nurturing community in which mutual respect and kindness are non-negotiable.

## General equality duties

- To eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- To advance equality of opportunity between people who share a protected characteristic and people who do not share it. This requires us to:
  - Remove or minimise disadvantage.
  - Take steps to meet different needs.
  - Encourage participation when it is disproportionately low.

- To foster good relations across all protected characteristics, between people who share a protected characteristic and people who do not share it.

## Specific equality duties

- To prepare and publish specific and measurable equality objectives through the long term MAT strategic plan and the annually updated School Development Plans of each Academy
- To publish information to demonstrate how we are complying with the equality duty as regular key performance indicators in the termly updated Head's report to Governors by each school in the MAT which is published on each school's website

## Equality Impact Assessments

We will assess and record the impact of all of our policies and key decisions.

## Protected characteristics

The protected characteristics apply differently for our role as education provider and employer:

Characteristic	Students	Staff
race	✓	✓
disability	✓	✓
gender	✓	✓
gender reassignment	✓	✓
age (age is not a protected characteristic in the equality duty in relation to education or the provision of services, but it is included in relation to staff)		✓
religion or belief	✓	✓
sexual orientation	✓	✓
pregnancy and maternity	✓	✓
marriage and civil partnership (but only in relation to employment)		✓

## Review

This document is dynamic and will be reviewed and updated at least annually to reflect the latest plans and progress in achieving our duty and meeting our stated objectives.

## Appendix 1 – Our objectives

(agreed 17th January 2018)

We have set objectives to target improvement against specific aspects of our responsibilities:

- Students
  - To ensure that all students have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum.
  - To review student progress, performance and outcomes against each of the protected characteristics in all our data analyses and to take proportionate action where required.
  - To raise student awareness and encourage them to embrace equality and diversity through the curriculum and assemblies, and to apply proportionate remedies to modify inappropriate attitudes and behaviours.
- Staff
  - To raise awareness of our equality duty through staff training in order to embed effective practice in all of our activities so as to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010 and to advance equality of opportunity/foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
  - To encourage and demonstrate appropriate behaviours and take proportionate and consistent action to modify inappropriate attitudes and behaviours.
- Leadership
  - To ensure that Directors, Local Governors, headteachers, SLT and SMART leaders at all levels apply the letter and promote the spirit of the equality duty with transparency across their areas of responsibility when undertaking their duties.
  - To plan for and allocate appropriate and proportionate resources to deliver the equality duty, including for the provision of training and to enable reasonable adjustments, including the supply of auxiliary aids and services.
- SMART schools and our associates
  - To promote equality, celebrate diversity and stimulate community cohesion by fostering good relations within and across SMART's schools, with persons and organisations associated with SMART and with the wider community.
  - To investigate any form of discrimination, harassment or victimisation relating to a person's protected characteristics by or to any student, member of staff or person associated with SMART, taking remedial action where necessary.

## Appendix 2 – Further information

There are many sources of information relating to the Equality Act 2010, particularly on-line. In developing our objectives, we have used the following authoritative guidance published by the Equality and Human Rights Commission and Department for Education:

- Equality and Human Rights Commission - Guidance for Schools:  
<https://www.equalityhumanrights.com/en/publication-download/public-sector-equality-duty-guidance-schools-england>
- Equality and Human Rights Commission - Guidance for Employers:  
<https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-employers>
- Equality and Human Rights Commission - Guidance for Employees:  
<https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-codes-practice>
- Department for Education - Guidance for Schools:  
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>