

Public Sector Equality Duty – Update of Progress Against Our Objectives – AY2019/20

The following is the progress that **Trewidland Primary** has made from January 2018 to the end of academic year 2019/20:

a. **Students**

(1) To ensure that all students have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum.

- We have maintained our curriculum to ensure it meets every aspect of this objective and have ensured that each student has equal access, making reasonable adjustments where necessary to meet specific individual needs
- All staff are responsible for personalising learning
- Our allocation of Teaching Assistants is needs led
- Adaptations have been made or are in progress to the school site to enable us to meet individual physical needs and we have hearing support aids for students

(2) 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.

- Our data review shows nothing to raise immediate concern about the progress of students in each of the categories when reviewing against the protected characteristics.

(3) 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.

- We have delivered assemblies on:
 - School values – Respect, Honesty, Loyalty and Friendship
 - British Values
 - E-safety
 - NSPCC
 - Remembrance
 - Children in Need
 - Keeping yourself safe
 - The importance of teamwork and valuing each team member for their contribution
 - Student voice – student council update
 - Anti-bullying
 - New Year resolutions
- Our PSHE curriculum includes:
 - KS1 – Keeping Safe, Keeping Healthy, Relationships, Being Responsible, Feelings and Emotions, Computer Safety, Our World and Hazard Watch
 - KS2 – Keeping Safe, Keeping Healthy, Relationships, Being Responsible, Feelings and Emotions, Computer Safety, Hazard Watch, Growing & Changing, the Working World and a World Without Judgement
 - Promoting British values

- The following number of cases of prejudice-based bullying, intimidation, discrimination, victimisation or harassment involving students were reported and investigated:
 - 2018/19 = 0 cases
 - 2019/20 = 0 cases

b. Staff

(1) 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.

- We have tested and revised our job application form and supporting paperwork
- We have developed and published SMART's recruitment policy

(2) To encourage and demonstrate appropriate behaviours and take proportionate and consistent action to modify inappropriate attitudes and behaviours.

- The following number of cases of prejudice-based bullying, intimidation, discrimination, victimisation or harassment involving staff were reported and investigated:
 - 2018/19 = no cases
 - 2019/20 = 0 cases

c. Leadership

(1) 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.

(2) 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.

- Richard Newton-Chance – Trust Board Equality Champion
- The SMART Trust Board was briefed on the Public Sector Equality Duty by Steve Green in Jan 18
- Helen Moran – SEN Governor (LGC)

d. SMART schools our associates

(1) 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.

- Key students have worked with primary and secondary school students from other SMART schools on the SMART Student Council
- Joint SMART Primary residential - London
- ARENA sports events
- Performing at/attending local festivals

- Church links
- Contributions to the Parish news
- MSLT, SLTF, Deputies group & Middle leaders
- Peer reviews
- SMART day

(2) 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.

- The following number of cases of prejudice-based bullying, intimidation, discrimination, victimisation or harassment involving persons or organisations associated with our Academy were reported and investigated:
 - 2018/19 = no cases
 - 2019/20 = no cases