

Public Sector Equality Duty – Update of Progress Against Our Objectives – AY2023/24

The following is the progress that **Looe Community Academy** has made from January 2018 to the end of academic year 2022/23:

a. **Students**

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

- 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.
- Our Deputy Headteacher is responsible for personalising learning.
- Our Assistant SENDCO, Heads of Year and Pastoral Care Officers champion the needs of our disadvantaged students.
- We have provided laptops or tablet PCs to students requiring them as auxiliary aids.
- We have provided Teaching Assistants to students requiring them as auxiliary services.
- We have provided hearing support aids to students that need as auxiliary aids.

(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. The following were known and have been part of our improvement strategy:
 - students from minority ethnicity groups perform lower than their peers;
 - students with disabilities perform lower than their peers;
 - progress of girls is higher than the progress of boys;
 - students with different religions or beliefs perform similarly to their peers.

(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:
 - Student voice – having your say and making your mark
 - Looe Lions – voluntary community award scheme
 - LGBTQ
 - Hate crime
 - TooToot – Make a Noise (for students to share their concerns, including bullying)
 - Remembrance
 - Looe Lions – Peace Poster
 - Launch of LCA's Student Wellbeing Board
 - Children in Need
 - Keeping yourself safe

- Hanukkah – Jewish holiday
 - Restorative justice
 - Holocaust memorial
 - Behaviour – respecting our environment
 - Behaviour – respecting our community
 - Guest speaker from the United Nations – global community
 - The importance of teamwork and valuing each team member for their contribution
 - Overcoming mountains
 - Mental health awareness week
 - Rights of the child
 - Safeguarding ourselves
 - Student voice – student council update
 - Respect
 - Jeans for Genes Day
 - Attitudes – how it affects things
 - Mental health awareness
 - Be the change you want to see in the world
 - Make your mark – Youth Parliament
 - Remembrance
 - Anti-bullying Week
 - Children in Need
 - Commitment to excellence
 - Relationships
 - New Year resolutions
 - World religion day
 - Human Rights Day
 - Safer Internet Day
 - Dealing with change
 - Aspirations
- Our PSHCE curriculum has included personal development, behaviour and welfare:
 - Stop stigma project (awareness of mental health)
 - Making a positive contribution to society
 - Grange-Enders (relationships and understanding the feelings of others)
 - Prevent strategy (awareness of extremism)
 - Promoting British values
- Our EPR curriculum has included:
 - Diversity Day
 - Community cohesion
 - Rights and responsibilities
 - Peace and conflict
 - Who am I?
- We have provided an extra-curricular opportunity for our students to learn British Sign Language to improve communication with members of the community with hearing impairments
- The following number of cases of prejudice-based bullying, intimidation, discrimination, victimisation or harassment involving students were reported and investigated:
 - AY2018/19 = 5 cases
 - AY2019/20 = 2 cases
 - AY2020/21 = 2 cases

- AY2021/22 = 1 case
- AY2022/23 = 1 case

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
- We have procured an online learning package with the following training modules available to all staff:
 - Equality and Diversity Training 2019 (e-Learning) - mandatory for all staff
 - Equality and Diversity Awareness for Managers 2019 (e-Learning) - mandatory for all managers
 - Unconscious Bias (eLearning)
 - Autism Awareness (e-learning)
 - Communicating with Deaf Customers (e-learning)
 - Comprehensive Impact Assessments in Cornwall Council (e-learning)
 - Learning Disability Awareness (e-learning)
 - Mental Health Awareness (e-learning)
 - Trans Awareness (e-learning)
 - Visual Impairment - The Basics (e-learning)
 - Hate and Mate Crime (e-learning)
- All staff completed Equality and diversity awareness training in Sept 2022 as well as training in Equality and Diversity Awareness for Managers where appropriate.

(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:
 - AY2018/19 = no cases
 - AY2019/20 = no cases (one allegation withdrawn)
 - AY2020/21 = no cases
 - AY2021/22 = 1 case
 - AY2022/23 = no 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.

- We appointed an Equality Champion for students – Kate Jackman
- We appointed an Equality Champion for staff – Lisa Sutcliffe
- The SMART Trust Board was briefed on the Public Sector Equality Duty by Steve Green in January 2018

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
- Our staff and students have worked with our local primary school community to deliver sport, PE, technology and music opportunities
- Our Year 7 students delivered a workshop on British Sign Language to sixth form students at Saltash Community School

(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:
 - AY2018/19 = no cases
 - AY2019/20 = no cases
 - AY2020/21 = no cases
 - AY2021/22 = no cases
 - AY2022/23 = no cases