



## **Sheffield South East Trust Equality Information and Objectives January 2019**

### **Public Sector Equality Duty**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

Sheffield South East Trust is an inclusive Multi-Academy Trust where we focus on the well being and progress of every child and where all members of our communities are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

### **Our approach to equality is based on the following key principles:**

1. All learners are of equal value
2. We recognise and respect difference
3. We foster [positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development
5. We aim to reduce and remove inequalities and barriers that already exist
6. We have the highest expectations of all our children.

### **Information on pupils by protected characteristics**

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair

treatment. In order to ensure that all pupils and staff are protected from discrimination, the Trust's schools collect information on protected characteristics.

A protected characteristic under the act covers:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees).

### **Information on other groups of pupils**

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

Pupils eligible for Free School Meals (FSM)  
Pupils with Special Educational Needs (SEN)  
Disadvantaged group  
Pupils with English as an Additional Language (EAL)  
Young carers  
Looked after children  
Other vulnerable groups

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

### **We eliminate discrimination by:**

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping

- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

**We advance equality and opportunity by:**

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times
- Fostering good relations across all characteristics – between people who share a protected characteristic and people do not share it

**We foster good relations by:**

- Ensuring that Sheffield South East Trust is seen as a community focused Trust
- Ensuring that equality and diversity are embedded in the school's curriculum and in collective worship

**Equality Objectives**

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

**Objective 1:** To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

**Objective 2:** To ensure all pupils are given similar opportunities with regards to after school clubs and residential trips.

**Objective 3:** To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equality and fairness in access and engagement.

**Objective 4:** To increase staff understanding of mental health difficulties and to ensure that adults and children experiencing these difficulties are well supported