

<b>Public Sector Equality Duty</b>	
Status	Statutory
Date of Issue	June 2017
Review Date	July 2019

1. In giving due consideration to our duties under the Equality Act, Carillion Academies Trust and Inspire Academy are committed to applying the equality duty to help us identify issues and shape policies that will ensure we meet the needs of different groups of learners whose interests are protected by the Act. Furthermore, when reviewing Trust and Academy policies and procedures, we are also committed to considering emerging equality issues.
  
2. Ways in which we will promote the equality duty as an academy:
  - Collating and analysing information and data on all aspects of school life to ensure that policies and practices are attuned to the needs of different groups of pupils.
  - Analysing school performance data, on progress and attainment, to identify vulnerable groups of children and implement strategies to narrow the gap between them, the remainder of the cohort and national attainment averages.
  - Eliminating potential discrimination to balance the interests of our pupils ensuring best possible educational outcomes; for example guaranteeing accessibility for disabled pupils around the academy site and during field trips / educational visits.
  - Ensuring a stimulating and engaging learning environment that will meet the needs of all our pupils regardless of sex, race, disability, or sexuality.
  - Providing additional support for those with disability or special educational needs to ensure that they are able to fully access the curriculum.
  - Upholding standards of good behaviour outlined in our behaviour and safeguarding policies to ensure all pupils feel safe and secure.
  - Promoting a sense of social conscience and aspiration amongst all groups of children enabling them to maximize their full potential as learner, citizen and human being.
  - Supporting effective partnerships by encouraging initiatives among pupils, parents, carers, and members of the local community.

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**Current Objectives:**

	<b>Objective:</b>	<b>Action:</b>	<b>Impact:</b>
1	To analyse performance related data to narrow the gap for identified vulnerable groups. -	Analysis of assessments will be carried out on a regular basis, at Senior Leadership level, to identify vulnerable groups. Regular updates on progress and attainment of vulnerable groups will be provided to the SMT. Performance management meetings with class teachers will regularly assess the impact of planned interventions as well highlighting where adjustments need to be made. Funding, such as the pupil premium, will be made available to support interventions / strategies.	Gaps between identified groups and remainder of the cohort will be narrowed. Children identified within vulnerable groups will achieve at least the national average in terms of attainment
2	To review school communication systems / methods to promote a sense of social cohesion across all stakeholders within	To review key sections of the academy website enabling greater access to key information for non-English speakers.	Members of the non-English speaking community feel a greater sense of inclusion / have access to key information such as admissions / free school meals etc.

	Objective:	Action:	Impact:
	the school community. -		Improved participation / response to events / information from members of the academy community whose participation was previously considered low.
3	To foster a sense of tolerance and empathy of difference: race, faith, sexuality and disability. -	Review PHSCE curriculum where appropriate across the academy, in light of emerging equality issues. Focused curriculum weeks and links with partner schools around selected themes. Time table class assemblies / circle time to discuss themes linked to objective. Provide opportunities for children to participate in activities / events with children of different race, faith, sexuality and disability.	Children demonstrate, in their behaviour and school work, an improved tolerance and empathy of difference: race, faith, sexuality and disability.
4	To analyse recruitment procedures to ensure that wherever possible the diversity of staff across the academy showcases our commitment.	Review the current documentation to ensure that applicants are aware of our commitment to the duty.	As the academy grows we have a diverse staff group.