

Public Sector Equality Duty Statement of Intent

Equality Statement

This statement provides information about how Creative Education Trust (the Trust) ensures it meets its Specific Duties under the Equality Act 2010 (the Act) in relation to the Public Sector Equality Duty (PSED).

The PSED requires the Trust, as a body carrying out public functions, to have due regard to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

These are known as the General Duties of the PSED.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

The Trust is committed to actively examining current and proposed policies and practices, to ensure that they are not discriminatory under the Act.

The PSED also requires our academies to publish information about equalities, which can be found at appendix 1.

Protected characteristics

Under the Act, certain groups of society will be protected, by way of a particular characteristic. These are known under the Act as protected characteristics. The Trust has a statutory duty under the PSED to minimise or remove the disadvantages suffered by those with the below protected characteristics, and to promote equality for all.

The protected characteristics under the Act are:

- Age (not applicable to pupils, but applicable to staff, parents and visitors)
- Disability
- Sex (gender)



- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership (applicable only to the first General Duty. Not applicable to pupils, but applicable to staff, parents and visitors)

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that academies aim to achieve.

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help academies meet the general duty. They are to:

1. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

Application

This policy applies to pupils, staff and visitors to any academy within the Trust and its principles and values apply equally to everyone.

Principles and values

We will collect and use equality information to help us to:

1. identify key issues, ensure equality for all and remove disadvantages suffered by those with protected characteristics
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby make informed decision making to plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions and how we will eradicate this, as far as reasonably possible, in the future
4. ensure that staff and students alike are recognised for their talents
5. identify what the key equality issues are for our organisation and all those accessing the facilities, resources and benefits provided by the Trust.
6. Prepare and publish information to demonstrate how our academy is complying with and meeting the PSED

Appendix 1 provides information about The Hart School community

Appendix 2 outlines the equality objectives for The Hart School



Appendix 1

The school community 2020/21:

The percentage of pupils who have been eligible for free school meals at any point in the past six years is 28.1% compared to 29% nationally.

The percentage of pupils from ethnic minority backgrounds is 4.4% compared to 28% nationally.

The percentage of pupils who speak English as an additional language is 1.3% compared to 16% nationally.

The percentage of pupils who have special educational needs or are disabled is 12.8% compared to 13% nationally.

52.3% of our pupils are girls compared to 50% nationally.

2019/20

Three pupils have been permanently excluded during this period.

There were 11 recorded bullying incidents during this period. September 2019 – April 2020.

Our workforce is 36 males and 99 females.



KS4 Progress 8 2019-2020

Name	Filter Value	Stu Count	P8	Eng P8	Mat P8	EBacc P8	Open P8
All	All	209	-0.034	-0.451	-0.294	-0.621	0.968
Disadvantaged	No	160	0.033	-0.365	-0.221	-0.528	0.994
Disadvantaged	Yes	49	-0.264	-0.745	-0.542	-0.937	0.879
FSM	No	185	0.028	-0.376	-0.226	-0.552	1.015
FSM	Yes	24	-0.519	-1.039	-0.82	-1.163	0.598
Gender	Female	101	0.191	0.11	-0.232	-0.424	1.126
Gender	Male	108	-0.244	-0.975	-0.351	-0.805	0.821
KS2 Banding	Lower	14	0.008	-0.554	-0.1	-0.34	0.804
KS2 Banding	Middle	119	0.07	-0.521	-0.305	-0.658	1.398
KS2 Banding	Upper/High	70	-0.219	-0.313	-0.312	-0.614	0.27
Looked After	Yes	3	0.045	0.613	-1.278	-1.135	1.727
SEN	E	3	0.148	0.395	-1.071	-0.561	1.505
SEN	K - Care Plan	23	-0.412	-1.148	-0.767	-1.014	0.837
SEN	None	183	0.011	-0.375	-0.227	-0.573	0.978
Ethnic Code	AOTH	1	-0.371	2.174	1.539	2.893	1.69
Ethnic Code	CHNE	1	2.102	2.763	0.423	1.171	1.451
Ethnic Code	MOTH	2	-1.468	-0.015	-1.361	1.749	-0.181
Ethnic Code	MWAS	2	0.936	0.646	0.018	2.079	0.946
Ethnic Code	MWBC	2	1.52	0.209	0.366	1.291	0.843
Ethnic Code	NOBT	5	-0.458	-0.666	-0.603	0.927	-0.128
Ethnic Code	OOOTH	1	-	-	-	-	-
Ethnic Code	WBRI	193	-0.496	-0.348	-0.673	0.924	-0.082
Ethnic Code	WOTH	2	0.105	1.094	1.757	1.92	1.343

KS4 Attainment 8 2019-2020

Name	Filter Value	Stu Count	A8 Pts	English	Maths	Total EBacc	Total Open
All	All	209	48.59	9.27	8.81	12.24	18.27
Disadvantaged	No	160	50.06	9.59	9.15	12.78	18.54
Disadvantaged	Yes	49	43.82	8.24	7.71	10.49	17.37
FSM	No	185	49.82	9.54	9.08	12.64	18.57
FSM	Yes	24	39.1	7.25	6.75	9.17	15.94
Gender	Female	101	50.8	10.38	8.93	12.74	18.75
Gender	Male	108	46.53	8.24	8.7	11.77	17.81
KS2 Banding	Lower	14	29	5.29	4.71	6.64	12.36
KS2 Banding	Middle	119	44.58	8.27	7.63	10.39	18.29
KS2 Banding	Upper/High	70	60.56	12.03	11.89	16.91	19.74
Looked After	Yes	3	27.67	6.67	3.33	5.33	12.33
SEN	E	3	41.83	8.67	6	10	17.17
SEN	K - Care Plan	23	33.22	5.74	5.22	7.3	14.96
SEN	None	183	50.64	9.73	9.31	12.9	18.7
Ethnic Code	AOTH	1	58	8	12	16	22
Ethnic Code	CHNE	1	50.5	12	12	11	15.5
Ethnic Code	MOTH	2	45.75	7	9	9.5	20.25
Ethnic Code	MWAS	2	64	13	12	16	23
Ethnic Code	MWBC	2	67.25	15	12	18.5	21.75
Ethnic Code	NOBT	5	44.5	8	7.6	10.6	18.3
Ethnic Code	OOOTH	1	54.5	12	10	14	18.5
Ethnic Code	WBRI	193	48.17	9.2	8.72	12.12	18.13
Ethnic Code	WOTH	2	60	10	11	18.5	20.5



Appendix 2

Equality objectives 2020/21

Our equality objectives for Academic Year 2020-2021 are as follows:

- To ensure that the needs of all children, including vulnerable children, are met and are not disadvantaged due to their gender, race or disability.
- To raise the attendance of disadvantaged and SEND students.
- To continue to close the gaps in attainment and achievement between students and all groups of students; especially boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, and students from different heritage groups.
- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities with particular reference to issues with equality and diversity.
- To eradicate the use of homophobic, sexist, racist and other discriminative language by students in the school.

These objectives are described in more detail in the Academy Improvement Plan. Progress towards achieving these objectives is under constant review and is reported to governors at every local governing body meeting.