



*Creative
Education
Trust*

Public Sector Equality Duty Statement of Intent

Equality Statement

This statement provides information about how the Creative Education Trust ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our academies to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account as they have protected characteristics.

- Age
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

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 schools aim to achieve.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

General Duties

The three aims of the Public Sector Equality Duty are 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.



Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools 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.

Principles and values

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

1. identify key issues
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby, plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions
4. identify what the key equality issues are for our organisation
5. publish information to demonstrate how our academy is complying with the PSED
6. prepare and publish objectives to meet our 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 2017/18

The percentage of pupils who have been eligible for free school meals at any point in the past six years is 25% compared to 29% nationally.

The percentage of pupils from ethnic minority backgrounds is 5% compared to 28% nationally.

The percentage of pupils who speak English as an additional language is 1.1% compared to 16% nationally.

The percentage of pupils who have special educational needs or are disabled is 10% compared to 13% nationally.

48.8% of our pupils are girls compared to 50% nationally.

12 pupils have been permanently excluded during the previous academic year.

Our workforce is 40 males and 109 females.

The following data are taken from ASP and show the academic achievement of different groups of pupils in 2016/17 national assessments.

Progress 8 by pupil group ?											
Breakdown	Cohort	Overall Progress 8		English element ?		Maths element ?		English Baccalaureate element ?		Open element ?	
		School	National benchmark ?	School	National benchmark ?	School	National benchmark ?	School	National benchmark ?	School	National benchmark ?
All pupils	193	-0.05	-0.03	-0.83	-0.04	-0.56	-0.02	-0.84	-0.03	1.61	-0.04
Male ?	101	-0.10	-0.24	-1.20	-0.44	-0.40	0.03	-0.86	-0.18	1.59	-0.34
Female ?	92	0.01	0.18	-0.44	0.38	-0.74	-0.07	-0.82	0.13	1.63	0.27
Disadvantaged ?	40	-0.14	0.11	-0.98	0.11	-0.59	0.11	-0.94	0.13	1.54	0.09
Other ?	153	-0.02	0.11	-0.80	0.11	-0.55	0.11	-0.81	0.13	1.63	0.09
Ever 6 FSM ?	40	-0.14	0.10	-0.98	0.10	-0.59	0.11	-0.94	0.12	1.54	0.08
Children looked after ?	0	N/A	-0.02	N/A	-0.03	N/A	-0.01	N/A	-0.02	N/A	-0.03
SEN with statement or EHC plan ?	2	0.29	-0.03	-0.56	-0.04	-0.72	-0.02	-1.12	-0.03	2.95	-0.04
SEN support ?	26	0.07	-0.03	-1.16	-0.04	-0.39	-0.02	-0.65	-0.03	1.92	-0.04
No SEN ?	165	-0.07	0.06	-0.79	0.07	-0.59	0.04	-0.87	0.06	1.54	0.06
On roll in years 10 and 11 ?	193	-0.05	-0.01	-0.83	-0.02	-0.56	0.00	-0.84	0.00	1.61	-0.02
English first language ?	192	-0.05	-0.03	-0.83	-0.04	-0.57	-0.02	-0.84	-0.03	1.60	-0.04
English additional	1	0.45	-0.03	-1.12	-0.04	0.75	-0.02	-0.90	-0.03	2.63	-0.04



Attainment 8 by pupil group											
Breakdown	Cohort	Overall attainment 8		English element		Maths element		English Baccalaureate element		Open element	
		School	National benchmark	School	National benchmark	School	National benchmark	School	National benchmark	School	National benchmark
All pupils	195	45.45	46.29	8.23	9.90	7.70	8.95	9.85	12.58	19.67	14.85
Male	101	43.31	43.67	7.21	8.99	7.64	8.92	9.21	11.96	19.25	13.80
Female	94	47.74	49.01	9.32	10.85	7.77	8.98	10.55	13.24	20.11	15.94
Disadvantaged	40	40.44	49.76	7.15	10.58	6.70	9.70	8.15	13.74	18.44	15.74
Other	155	46.74	49.76	8.50	10.58	7.96	9.70	10.29	13.74	19.98	15.74
Ever 6 FSM	40	40.44	49.56	7.15	10.54	6.70	9.66	8.15	13.68	18.44	15.69
Children looked after	0	N/A	46.50	N/A	9.94	N/A	8.99	N/A	12.65	N/A	14.91
SEN with statement or EHC plan	2	29.75	46.29	5.00	9.90	3.00	8.95	3.00	12.58	18.75	14.85
SEN support	26	36.41	46.29	5.62	9.90	5.69	8.95	7.04	12.58	18.07	14.85
No SEN	167	47.04	49.44	8.67	10.55	8.07	9.59	10.37	13.56	19.93	15.73
On roll in years 10 and 11	195	45.45	46.77	8.23	10.00	7.70	9.04	9.85	12.72	19.67	15.01
English first language	193	45.53	46.29	8.25	9.90	7.71	8.95	9.89	12.58	19.68	14.85
English additional	2	37.50	46.29	6.00	9.90	7.00	8.95	6.25	12.58	18.25	14.85

Appendix 2

Equality objectives 2017/18

Our equality objectives for 2017/18 are:

- To diminish the difference between disadvantaged pupils compared to those with similar starting points.
- To close the gap in performance of all pupils with special educational needs or disabilities.
- To promote cultural development and understanding through a rich range of experiences both in and beyond the curriculum through SMSC.
- To prevent and respond to all hate incidents and prejudice-based bullying.

The objectives are described in more detail in the School Improvement Plan. Progress towards achieving these objectives is under constant review and is reported to the academy council at every academy council meeting.