

# Equality Statement and Objectives

September 2022

## King Edward VI Foundation Public Sector Equality Duty (PSED) Statement

This statement sets out the King Edward VI Foundation's commitment to the PSED and the expectations of each of our Academies, our Independent Schools, and the Foundation Office to our pupils, our staff and to our communities to encourage the development of a strong foundation of equality, diversity, and inclusion practice.

### 1. Aims

Each school will meet its obligations under the PSED by having due regard when making any decisions or implementing policies in order to:

- Eliminate discrimination and other conduct that is 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 across all characteristics between people who share a protected characteristic and people who do not share it.

At King Edward VI Balaam Wood Academy:

We will seek to eliminate discrimination and other unwarranted conduct that is prohibited by the Equality Act 2010 by:

- Maintaining robust policies
- Regular training on the Equality Act 2010
- Discussing responsibilities at staff and Governor meetings.

We seek to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic
- Taking steps to meet different needs of people who have a protected characteristic
- Encouraging participation when it is disproportionately low.

We seek to foster good relations by:

- Including aspects within the curriculum which promote tolerance, friendship, respect, manners and kindness

- Ensuring awareness of behaviour and anti-bullying policies
- Engaging with the local communities.

## 2. Responsibilities

Our schools make themselves as accessible as possible to all pupils, whatever their background or circumstances, by offering an environment that motivates staff and pupils and promotes boldness, ambition, collaboration and kindness.

We are opposed to all forms of prejudice and have a zero-tolerance approach.

Every person in our organisation is responsible for creating and sustaining an inclusive environment based on mutual respect and is given the tools and help to do this. The academy will not tolerate prejudice or discrimination of anyone, including any pupil, prospective pupil, or other member of the school community will not be discriminated against, harassed or victimised because of:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

All our schools have clearly defined procedures for addressing incidents of a potentially prejudicial, bullying, or discriminatory nature and to ensure that these procedures are available for staff and pupils to obtain.

## 3. Guiding Principles

In fulfilling the legal obligations referred to above, we are also guided by the following nine principles:

- Principle 1: All learners are of equal worth
- Principle 2: We recognise and respect difference
- Principle 3: We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- Principle 4: We observe good equalities practice in staff recruitment, retention and development
- Principle 5: We aim to reduce and remove inequalities and barriers
- Principle 6: We consult widely
- Principle 7: Society should benefit
- Principle 8: We base our policies and practice on sound evidence
- Principle 9: We work towards measurable equality objectives

## 4. School's Accountabilities and Objectives

All schools will take responsibility to appropriately engage with equality, diversity and inclusion legislation/statutory duties and responsibilities to ensure that the guiding principles listed above are adopted.

In line with our obligations of the PSED, the Foundation will create and publish specific and measurable equality objectives based on the feedback we have received from schools, pupils, consultations and any evidence that we have collected and published. Schools will also publish their own equality objectives in line with the PSED for their schools.

The objectives that we identify consider national and local priorities and issues as appropriate.

We keep our equality objectives under review and report annually on progress towards achieving them.

At King Edward VI Balaam Wood Academy our school's objectives are as follows:

- To promote equality, diversity and inclusion actions across our staff body. This will be achieved through training for staff to eliminate any unconscious bias in the recruitment process and further CPD on diversity, equality and inclusion, to be completed before the beginning of the next academic year.
- To enable pupils to understand, appreciate and respect difference in the world and its people, celebrating the things we share in common across cultural, religious, ethnic and socio-economic communities. This will be achieved through:
- The continued development of the Personal Development curriculum which enables safer group forums for discussion of inclusion issues in our school and in the wider community
- To develop a workforce that reflects the diversity of our community at all levels within the organisation
- To further develop pupil and staff wellbeing and promote positive mental health.