

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

This statement sets out the King Edward VI's 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.

### **Aims**

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

Balaam Wood Academy will seek to eliminate discrimination and other unwarranted conduct that is prohibited by the Equality Act by:

1. Maintaining robust policies
2. Regular training on the Equality Act 2010
3. Discussing responsibilities at staff and Governor meetings
4. Engaging pupil voice to review practice at our school

We seek to advance equality of opportunity by:

1. Removing or minimising disadvantages suffered by people which are connected to a particular characteristic
2. Taking steps to meet different needs of people who have a protected characteristic
3. Encouraging participation when it is disproportionately low, in particular through the Foundation EDI Committee

We seek to foster good relations by:

1. Including aspects within the curriculum which promote tolerance and friendship
2. Ensuring awareness of behaviour and anti-bullying policies
3. 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 students and promotes productivity, excellence, and sustainable growth.

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

The Local Governing Body is responsible for ensuring that the school complies with the legislation, and that this statement and its related procedures and actions are implemented.

The Headteacher is responsible for implementing this statement, ensuring that all staff are aware of their responsibilities, are given appropriate training and support and for taking action in any case of unlawful discrimination.

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. No one, including any pupil,

prospective pupil, or other member of the school community will 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

Balaam Wood Academy will 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**

Balaam Wood Academy 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 and pupils and 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, take into account national and local priorities and issues as appropriate. We keep our equality objectives under review and report annually on progress towards achieving them.

#### **Balaam Wood Academy**

At Balaam Wood Academy we seek to educate pupils and staff about protected characteristics and strive to eradicate all forms of prejudice and discrimination

We believe it is paramount that all pupils are given the opportunity to make a positive contribution to the day to day life of the school.

A list of our school's objectives is as follows:

- to narrow the gap in performance of groups of students, including those with SEN and those who are disabled
- to increase attendance rates for SEN pupils to narrow the gap between other groups in the school and national averages.
- To analyse data on participation in extra-curricular clubs and activities to ensure that they are being accessed by all groups of pupils in the school
- to ensure appropriate support strategies are in place for the low number of homophobic or discriminatory incidents that occur at our school.
- to encourage girls to consider non-stereotyped career options by the delivery of excellent careers advice
- to anticipate the needs of incoming pupils particularly those with a protected characteristic as stated in the Equality Act 2010
- to continue to embed the Student Mission Statement for the Foundation Student EDI Committee