

INSPIRE

INCLUDE

INTEGRITY

EXCEED



# PSED Statement

Date Reviewed	September 2024
Next Review Date	September 2025



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## Exceed Learning Partnership Public Duty Equality Statement

The Public Sector Equality Duty (PSED), part of the Equality Act, came into force in April 2011. It requires organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. The duty has a key role to play in making sure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups. It covers a range of public bodies, including academies, schools, government departments, local authorities, and police authorities.

The duty replaces the three former duties that required government departments, local authorities and other public bodies to take into account gender, race and disability equality both as employers and when making policy decisions and delivering services. The duty standardises this requirement and also extends it to cover age, marriage and civil partnership, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Section 149(1) of the Equality Act 2010 puts various requirements on academies when exercising their functions. The general duty requires academies to have due regard to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Having "due regard" means consciously thinking about the three aims of the PSED as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by academies, such as:

- How they act as employers
- How they develop, evaluate and review policy
- How they design, deliver and evaluate services
- How they commission and procure from others

Exceed Learning Partnership is committed to adopting the aims of the PSED in all academies and workplaces. The Public Sector Equality Duty introduces legislation in the form of specific duties. The duties require schools to:

- Publish information to demonstrate how they are complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
- Prepare and publish equality objectives

Alongside our Equality Statement, the Trust has its Equality and Diversity Policy and Action Log

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Acton Log

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Publish and promote the Trust Equality and Diversity Policy on the Trust website and Academy Website	Via parent, staff and children surveys. Academy Council meetings. Staff and Governors meetings. Information sent to parents.	CEO/ Principal/ Board of Directors/ Local Governing Boards	Ongoing	Staff apply principles of the Equality Policy when planning lessons, creating displays. Parents aware of Equality Policy.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	CEO/ Principal/Trust Directors Board/Local Governing Boards	Annually	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups.
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the academy's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels	Curriculum leaders/Class teachers / Lead in assemblies/ Principals	Ongoing	Increase in participation and confidence of targeted groups.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE & RE.	Curriculum leaders/Class based staff / Principals / Governing Body	Ongoing	More diversity reflected in academy displays across all year groups in all academies.
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Policy. Report the figures to the Governing body / Trust Board/CEO on a termly basis.	The CEO/Trust Board will use the data to assess impact of academy's response to incidents	CEO/ Principal/ Board of Directors/ Local Governing Boards	Reporting termly to the Trust Board	Teaching staff are aware of and respond to racist incidents.
Gender Equality Duty	Encourage boys and girls to take up extra-curricular activities.	Monitoring of the gender attendance at clubs by each academy.	PE Subject Leaders	Ongoing	Balance of girls and boys attending clubs.
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of	RE activities in class. Annual whole academy assembly to celebrate the main world religions. Arts weeks	RE, Music and Art Subject Leaders	Ongoing	Increased awareness of different communities shown in RE lessons and assemblies.



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	different communities and cultures e.g. arts week, whole academy assembly				
Governance Diversity	Ensure that the Trust Directors Board and LGBs proactively promote diversity in recruitment and composition	CEO/Chair to monitor make up of Board/LGBs annually	Trust Directors Board	Ongoing	Trust Directors Board and LGBs are diverse in terms of gender, race and other protected characteristics