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Bursar Primary Academy

Equality Information & Objectives 2023-2027

Introduction
This document describes how Bursar Primary Academy intends to fulfil its responsibilities to our pupils and workforce under the Public Sector Equality Duty.

Bursar Primary Academy is a part of the Humber Education Trust. All staff and governors are aware of their obligations under the Equality Act 2010 and all Trust staff, trustees, governors and volunteers are expected to have regard to the broad provisions of this document with respect to the Trust's approach to its Public Sector Equality Duty.

The Public Sector Equality Duty has both general and specific duties.

General duties

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2012
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not.

Specific duties

- Set Equality Objectives (every 4 years)
- Publish information (annually)

The Public Sector Equality Duty requires Bursar Primary Academy to publish information about Equalities, specifically taking into account those with protected characteristics. The information we publish and analyse must be clearly linked to the three aims of the General Duties of the Public Sector Equality Duty.

Protected Characteristics

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

The ethos of the Humber Education Trust clearly reflects its commitment to fully including, respecting and valuing all members of our Trust community. All member schools have set their own equality objectives which are complementary to those set by the Humber Education Trust.

Bursar Primary Academy – Equality Objectives

- Review and update Accessibility Plan.
- Close the gap in achievement between those pupils who attract Pupil Premium and 'others'
- Develop bespoke provision which meets the needs of an increasing number of children with complex needs – particularly in terms of accessing the curriculum
- Ensure levels of attendance for all groups of child including those in receipt of FSM and those classed as PA are continually improving.

Humber Education Trust - Equality Objectives

- Promote an organisational culture which reflects our commitment to ethical leadership and which encourages employees of all personal characteristics an d backgrounds to feel included and supported to thrive and develop in the workplace.
- Implement a training programme which ensures that all staff and Trustees / governors are aware and regularly reminded of their responsibilities under the Equality Act 2010. This includes training as part of induction procedures and regular update training for existing staff and Trustees / governors.
- Continue to improve accessibility across all school sites for pupils, staff and visitors.
- Promote mental health and well-being awareness for all groups and develop appropriate support and intervention when needed.
- Ensure that all pupils have equitable access to all experiences and opportunities within our schools' curriculum, including extra-curricular activities, visits and events.
- Narrow gaps in achievement for all groups of pupils and particularly those pupils who attract the Pupil Premium, those with SEND, LAC pupils and those from minority ethnic groups.

Training
As part of their induction, all staff and governors will receive training relating to their responsibilities under the Equality Act 2010. Further refresher training takes place on an annual basis. Regular reminders are given during meetings.

Monitoring Arrangements
It is important that we know and can evidence which pupils are doing well and less well so that we can take steps to improve. Much of the information and analysis will relate to the evaluation of our school improvement plan, the outcomes of internal and external monitoring and the analysis of pupil data. This information will be used to improve provision within our school. Comparisons will be made for different groups against the whole cohort, against each other and against national benchmarks.

Similarly, we will continue to measure our employees' experiences. Information will be gathered and analysed from a range of sources including staffing profiles, anonymised appraisal outcomes, HR data and exit interviews. This will then be used to inform future practice.

Governors will:
- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school community, including to staff, pupils and parents
- Delegate responsibility for monitoring the achievement of the objectives on to the Headteacher
- Receive annual reports from the Headteacher towards achieving the equality objectives and report this information to the Trust CEO
- Review Bursar Primary Academy's Equality Objectives at least every four years.

The Headteacher will:
- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Report on progress towards delivering the equality objectives on an annual basis and report this information to the Local Governing Body, alongside any other matters relevant to the school's Public Sector Equality Duty.

Links with other policies
Where relevant, pertinent policies include reference to the importance of avoiding discrimination and other prohibited conduct.