KING EDWARD VI
SHELDON HEATH
ACADEMY

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.

1. 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

We 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

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

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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.

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

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All schools 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

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 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.

King Edward VI Sheldon Heath Academy - A list of our school's objectives is as follows:

• To provide training to all staff to ensure prejudice-related incidents are recognised and accurately reported.

• To increase student understanding between ethnic groups and religious groups, to decrease the use of racist language.

• To increase student understanding of the use and impact of language, to decrease the number of prejudice related incidents.