



*Creative  
Education  
Trust*

## **Public Sector Equality Duty Statement of Intent**

### **Equality Statement**

This statement provides information about how the Creative Education Trust ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our academies to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account as they have protected characteristics.

- Age
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

### **General Duties**

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

### **Specific Duties**



The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

### **Principles and values**

We will collect and use equality information to help us to:

1. identify key issues
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby, plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions
4. identify what the key equality issues are for our organisation
5. publish information to demonstrate how our academy is complying with the PSED
6. prepare and publish objectives to meet our PSED.

Appendix 1 provides information about Wroughton Academies school community

Appendix 2 outlines the equality objectives for Wroughton Academies



## **Appendix 1**

### **The school community 2018/19**

The percentage of pupils who have been eligible for free school meals at any point in the past six years in the Infant school is 35%, and in the Junior school is 44%, compared to 15.4% nationally.

The percentage of pupils from ethnic minority backgrounds in the Infant school is 8%, and in the Junior school is 9%, compared to 35% nationally.

The percentage of pupils who speak English as an additional language in the Infant and Junior school is 5%, compared to 21% nationally.

The percentage of pupils who have special educational needs or are disabled in the infant school is 16% and in the Junior school is 22%, compared to 14.9% nationally.

49.5% of our pupils are girls compared to 49% nationally.

0 pupils have been permanently excluded during this period.

Our workforce is 15% males and 85% females.

The following data is taken from GIAS and shows the academic achievement of different groups of pupils in 2017-18 national assessments

<https://www.compare-school-performance.service.gov.uk/school/143522/wroughton-junior-academy/primary>

<https://www.compare-school-performance.service.gov.uk/school/143461/wroughton-infant-academy/primary>



## **Appendix 2**

### **Equality objectives 2018/19**

Our equality objectives for 2018/19 are:

- Ensuring that all groups of pupils make good progress from their starting points, and there are no achievement gaps.

These objectives are described in more detail in the Academy development and improvement plan. Progress towards achieving these objectives is under constant review and is reported to governors at every local governing body meeting.