



Nunthorpe Multi Academy Trust's Public Sector Equality Duty (PSED) Statement

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This policy will be kept under regular review in light of legal developments and best practice.

Introduction

Under the Equality Act 2010 (General Duties) Regulations 2011 (the Regulations), Nunthorpe Multi Academy Trust is obliged to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act; by removing or minimising disadvantages suffered by people due to their protected characteristics (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation);
- Advance equality of opportunity between people who share a protected characteristic and those who do not; by taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- Foster good relations between people who share a protected characteristic and those who do not; by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

These are referred to as the General Duties of the Public Sector Equality Duty (PSED).

Government also introduced secondary legislation (the Equality Act 2010 (Specific Duties) Regulations 2011) which is intended to help public authorities meet their obligations under the PSED.

The specific duties require schools/academies to –

- I. Publish information to demonstrate how they are complying with the PSED and
- II. Prepare and publish equality objectives, at least every four years

Nunthorpe Multi Academy Trust will:

- Treat all individuals with equal value.
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Ensure that recruitment, retention and development of staff is done following the equality principles.
- Carry out equality impact assessments to assess whether policies and/or plans are having a negative or adverse, or positive impact on specific groups of individuals.
- Ensure that all marketing activities and procurement processes meet equality and diversity best practice.
- Respect the religious beliefs and practices of all individuals.

In both its delivery of services and the employment of its staff, Nunthorpe Multi Academy Trust will ensure that no person will be discriminated against due to any of the protected characteristics as detailed in the Act. This includes discrimination due to association or perception (where it is believed that an individual has a particular characteristic). The characteristics protected by the act are:

- a. age (as an employer – but not applicable to students)
- b. disability
- c. ethnicity
- d. gender reassignment
- e. marriage and civil partnership
- f. pregnancy and maternity
- g. religion or belief
- h. sex

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- i. sexual orientation

In addition to this no employees will be discriminated against due to trade union membership or activities.

1.1 Trust Vision and Values

Vision

Nunthorpe Multi Academy Trust will strive to ensure that Nunthorpe Academy, and future NMAT academies, respond to the context of the local community and deliver the best possible outcomes for our young people. All of our students have an entitlement to be provided with opportunities that allow them to achieve their potential and that ensure they make a valuable contribution as members of their community. All of our staff must demonstrate high expectations in a climate of challenge and support based upon Quality Assured accountability.

1.2 Aims of the Statement

To comply with the Specific Duties as defined by the Public Sector Equality Duty by setting equality objectives in Trust and Academy Development plans and publishing appropriate information.

2. Nunthorpe Academy Context

Nunthorpe Academy's vision, ethos and priorities reflect the Trust's commitment to be inclusive and the local community in which it is located. Nunthorpe Academy is a larger than average school with a Pupil Admission Number (PAN) of 260. Nunthorpe Academy predominantly serves communities from Redcar and Cleveland Local Authority (approximately 40% of students) and Middlesbrough Local Authority (approximately 60% of students).

As of January 2024, the proportion of students eligible for Pupil Premium is 21% - (*National average is 27%*). The proportion of students whose first language is not English is 3% - (*National average is 18%*). The proportion of students with an EHCP is 2% - (*National average is 2%*). The proportion of students with SEND is 10% - (*National average is 12%*). The gender balance is 49.6% boys and 50.4% girls - (*National average is 50.4% boys and 49.6% girls*).

Nunthorpe Multi Academy Trust and Nunthorpe Academy engages with other Trusts, academies/schools, parents/carers, the community and local authorities in developing extended services that meet the needs of all students.

2.2 Nunthorpe Multi Academy Trust as an Employer

The Trust has an obligation to provide a workplace that is free from discrimination, bullying or harassments. This obligation is managed through the Trust's HR policies.

2.3 Outcomes for Students

Nunthorpe Academy will provide an environment that is free from discrimination and harassment.

Nunthorpe Academy has high expectations for student behaviour.

All students will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been

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identified as a statutory need. Nunthorpe Academy targets support aimed at alleviating disadvantages experienced by, or to meet the needs of, students with protected characteristics. Any positive action/adjustment made will be proportionate in achieving the relevant aim.

Nunthorpe Academy will ensure the pastoral curriculum and LIFE (PSHE) lessons are designed for students to develop their knowledge of the world and the importance of equality.

2.4 Employment Provisions

The Trust is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

As an employer, the Trust strives to ensure that discrimination and harassment is eliminated in our employment practice and we actively promote equality across all groups within our workforce.

The Trust will not discriminate against a potential employee in respect of whether to offer a job or the terms on which a job is offered. With regards to existing employees, the Trust will not discriminate against an individual in respect of the benefits, facilities and services it offers including training opportunities, promotion or dismissal (including discipline and suspension). All staff appointments and promotions are made based on merit, ability and in compliance with the law.

The Trust is under a duty to make reasonable adjustments in relation to disability for employees or potential employees and will ensure that staff with disabilities have access to appropriate support in the form of aids, adaptations and other specialist services and will make reasonable adjustments to arrangements or practices to alleviate disadvantage.

2.5 Equality Objectives

1. To ensure that Nunthorpe Multi Academy Trust staff, Trustees and Governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility (Trust responsibility).
2. To develop and implement an Equality, Diversity and Inclusion (EDI) strategy. This PSED Statement will be comprehensively reviewed alongside the development of the EDI strategy to ensure that this PSED Statement and strategy work cohesively together to embed a culture of EDI across the Trust. (Trust responsibility).
3. To promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups within our community (Trust and Academy responsibility).
4. To promote mental health awareness and develop appropriate interventions where necessary (Trust and Academy responsibility).
5. To improve the Progress 8 Score for Pupil Premium (PP) students and SEND students. (Trust and Academy responsibility)

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6. To improve attendance for all groups of students, with specific focus on PP students and students with SEND (Trust and Academy responsibility).
7. To narrow the achievement gap between PP and non-PP students at KS4(Trust and Academy responsibility).

3. Roles and Responsibilities

3.1 Implementation

Nunthorpe Multi Academy Trust will ensure a common set of values and objectives and a consistent approach to communicating, implementing and monitoring this PSED Statement.

Nunthorpe Multi Academy Trust will have due regard to its obligations under the Regulations when making a decision and will be taken into consideration in developing policies.

Nunthorpe Multi Academy Trust and Nunthorpe Academy will ensure that relevant policies are adopted.

3.2 Publication

Nunthorpe Multi Academy Trust will publish information about equalities, to demonstrate how it is complying with the Public Sector Equality Duty.

The achievements of Nunthorpe Academy students will be monitored by ethnicity, gender, special educational needs and disability. This data will be used to support students, raise standards and ensure inclusive teaching across Nunthorpe Academy.

3.3 Action

Nunthorpe Multi Academy Trust will strive to create an inclusive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance.

Student data and performance is maintained and analysed through the 'DfE find' and 'compare schools in England' service. Identified priorities are included in the Nunthorpe Multi Academy Trust Development Plan and the Nunthorpe Academy Development plan.

Staff data, including pay progression and Gender Pay Gap Analysis, is maintained and reported as appropriate.

Senior leaders across the Trust and Nunthorpe Academy are responsible for a consistent and high-profile lead on equality and diversity and advancing equality and diversity by ensuring policies and procedures are followed appropriately.

Staff are responsible for complying with Trust and Academy policies and procedures.

All staff are responsible for promoting equality and diversity and avoiding unfair discrimination, actively responding to incidents of unfair discrimination carried out by students, other staff or visitors.

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All students are responsible for respecting others in their language and actions and will comply with related policies including Nunthorpe Academy's Behaviour Policy.

Any acts of discrimination will be tackled through the appropriate policy.

3.4 Monitoring and Review

Trustees will monitor that the Trust is fulfilling the Equality Duties for NMAT staff and students.

4. Stakeholder Involvement

In developing, monitoring and reviewing plans and policies, the Trust will seek the views of stakeholders. Stakeholder participation will include, but is not limited to:

- Student voice, student surveys and student data.
- Staff surveys and workforce data.
- Parents' evenings and parent/carer questionnaires/surveys, complaints or feedback.
- Members of the local community.
- Others with specialist knowledge to inform the trust approach as appropriate.

5. Monitoring and Evaluation

Nunthorpe Multi Academy Trust is committed to monitoring and reviewing the effectiveness of the Public Sector Equality Duty Statement.

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