



NEW COLLEGE DURHAM ACADEMIES TRUST

Public Sector Equality Duty (PSED)

Report 2021-2025

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) which applies to all maintained and independent schools, including Academies.

The Three Main Elements of the Duty

The general Equality Duty requires public authorities, in the exercise of their functions, to have due regard to:

- Eliminate discrimination and other prohibited conduct;
- Advance equality and opportunity between people who share a protected characteristic and those 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.

Academy Background

New College Durham Academies Trust employs c260 people has c2,500 students across the age range 11-18, providing a broad and balanced curriculum. The two Academies that form the Academy Trust (Consett & North Durham) are based within two developing towns and serve a wide and diverse range of communities ranging from areas with significant social deprivation issues to those with high levels of disposable income. The Academy Trust itself came into being in September 2011 to provide high quality education to the two developing towns.

The areas within which the Academies are based is also a factor when consider equality and diversity as the areas were previously dominated by heavy industry surrounded by rural countryside and significantly underrepresented in terms of any real diversity in population.

Roles and Responsibilities

The Academy Trust Board will;

- Ensure that the equality information and objectives set out in this statement are published and communicated through the Academy Trust, including staff, pupils and parents;
- Ensure that the published equality information is updated at least every year and the objectives are reviewed and updated at least every 4 years;
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Executive Principal/Principal;
- Consider the establishment of an Equality Trustee, whom report back to the Academy Trust Board any issues

The Executive Principal/Principal

- Promote knowledge and understanding of the equality objectives amongst staff and students;
- Monitor success in achieving the objectives within the academies and report back to Local Governing Bodies and Academy Trust Board.

The Chief Operating Officer will

- Support the Executive Principal/Principal in promoting knowledge and understanding of the equality objectives amongst staff;
- Support the Executive Principal/Principal in identifying any staff training needs and arranging the delivery of training as deemed necessary;
- Monitor success in achieving the objectives for the Academy Trust and report back to the Academy Trust Board, providing levels of assurance

New College Durham Academies Trust Equality Objectives – Review May 2021

At New College Durham Academies Trust we aim to eliminate discrimination, advance equality and foster good relations. We value and appreciate the diversity of people's backgrounds and circumstances and we expect that discrimination is understood by all members of the community to be completely unacceptable.

We have carefully considered and reviewed the impact school policies have on equality and the possible implications for those with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement.

The PSED is integrated into the carrying out of the Academy Trust's functions, and the analysis necessary to comply with the duty is carried out seriously, rigorously and with an open mind. We acknowledge that as an Academy Trust we will undertake this duty ourselves and recognise that it cannot be delegated to anyone else.

Decision makers within the Academies are aware of the duty to have "due regard" when making a decision or taking an action and assess whether there are implications for people with particular protected characteristics.

New College Durham Equality Objectives

At New College Durham Academies Trust we aim to eliminate discrimination, advance equality and foster good relations. We value and appreciate the diversity of people's backgrounds and circumstances and we expect that discrimination is understood by all members of the community to be completely unacceptable. The Academy Trust follows the General Public Sector Equality Duty and considers equality implications when developing and reviewing policies

We understand that PSED applies to all aspects of school life which are to do with how the school treats its students and prospective and former students and their parents and carers; how it treats its employees and how it treats members of the local community. Further, we will not discriminate because of the characteristics of another person, such as a parent or partner, with whom they are associated.

We actively seek to understand and promote equality in the context of our wider community, and we refer to local and national contexts when we review what we do. We also seek views from our students, partner schools and agencies, parents and carers, staff and groups in our local community.

Our Inclusion policy adheres to the Equality Act 2010 and extends to the protected characteristics it defines: race and ethnicity; disability; sex; religion or belief; sexual orientation; pregnancy and maternity; and gender identity and reassignment

We recognise that it is important at New College Durham Academies Trust that all members of the Trust community use appropriate language which:

- Does not transmit or confirm stereotypes;
- Does not offend;
- Creates and enhances positive images of particular groups identified at the beginning of this document; Creates the conditions for all people to develop their self-esteem;
- Uses correct terminology in referring to particular groups or individuals.

We have set ourselves the following objectives for the next 4 year cycle from 2021 to 2025, progress against which will be reviewed annually:

- To further develop our students understanding of, and empathy with cultures and beliefs that are different from their own;
- To ensure appropriate support is put into place across the Academy Trust for all vulnerable students, regardless of protected characteristics;
- To continue to raise awareness and promote equality and respect for all faiths, beliefs, cultures, sexual orientation and any other protected characteristics;
- To further develop and publish, where appropriate, equality data reporting, equality impact data and accessibility plans.

Public Sector Equality Duty Action Plan 2021/22			
PSED Objectives	Specific Actions	Responsible	Monitoring
To further develop our students understanding of, and empathy with cultures and beliefs that are different from their own;	To develop students understanding and empathy with culture and belief that are different from their own 31 st August 2022	Executive Principal/Principal	Local Governing Body
To further develop our students understanding of, and empathy with cultures and beliefs that are different from their own;	To support vulnerable students 31 st August 2022	Executive Principal/Principal	Local Governing Body
To continue to raise awareness and promote equality and respect for all faiths, beliefs, cultures, sexual orientation and any other protected characteristics;	To raise awareness and promote equality 31 st August 2022	Executive Principal/Principal/ Head of HR	Local Governing Body / Corporate Services Group
To further develop and publish, where appropriate, equality data reporting, equality impact data and accessibility plans	To ensure that equality impact data is built into all policies 30 th June 2022	Executive Trust Support Officer	Corporate Services Group
To further develop and publish, where appropriate, equality data reporting, equality impact data and accessibility plans	To track equality impact data, and provide assurance to Trustees. Including analysing data to determine strengths and areas for improvement 30 th June 2022	Chief Operating Officer	Corporate Services Group
To further develop and publish, where appropriate, equality data	To refresh and update accessibility plans	Corporate Director – Estates and ICT	Corporate Services Group

reporting, equality impact data and accessibility plans	31 st December 2021		
To further develop and publish, where appropriate, equality data reporting, equality impact data and accessibility plans	<p>To publish equality data (Pupil and Staff) relating to any persons who share a relevant protected characteristic who are affected by the Academy Trust's policies and practices. This means broadly reporting the demographic information at your school for the 9 protected characteristics:</p> <ul style="list-style-type: none"> ○ Age ○ Sex ○ Race ○ Disability ○ Religion or belief ○ Sexual orientation ○ Gender reassignment ○ Pregnancy of maternity ○ Marriage and civil partnerships <p>30th June 2022</p>	Executive Principal/Principal Chief Operating Officer	Local Governing Body / Corporate Services Group
To further develop and publish, where appropriate, equality data reporting, equality impact data and accessibility plans	<p>To ensure that new staff receive training on the Equality Act as part of their induction and that all staff receive refresher training every September</p> <p>30th June 2022</p>	Head of HR	Corporate Services Group