



BARNSOLE PRIMARY TRUST

EQUALITY DUTY PLAN

Review Body: Board of Trustees
Date: March 2019
Review Due: March 2023

Barnsole Primary Trust welcomes our duties under the Equality Act 2010.

The Trust's general duties, with regards to equality are:

- 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 not discriminate against, harass or victimise any pupil, member of staff or member of the Trust community because of:

- Their age
- A disability
- Their ethnicity, colour or national origin
- Their gender
- Their gender identity (they have reassigned or plan to reassign their gender)
- Their marital or civil partnership status
- Their being pregnant or having recently had a baby
- Their religion or belief
- Their sexual identity and orientation

We recognise that some pupils need extra support to help them to achieve and be successful.

We will try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.

Barnsole Primary Trust has identified the following specific objectives for the Equality Duty Plan:

- **To** analyse the academic progress of specific pupil cohorts (gender, ethnicity etc.) on a termly basis and put intervention plans in place as necessary
- To review our curriculum to ensure that it continues to result in outstanding outcomes for all pupil groups
- To reduce prejudice and promote understanding in relation to people who may be homosexual, bisexual or transgender
- To reduce the incidence of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To promote cultural development and understanding through a rich range of experiences both in and beyond the Trust

Progress in meeting these objectives will be reported within the end of year audit for academy/school development plans.

Further evidence of our regard for equality can be found in the following published documents:

- Minutes of Trustees/Governors meetings
- Through published data on specific pupil cohorts
- PPG initiatives
- All relevant policies where due regard is given for equality