

# Stepney All Saints School

We Learn Together | We Pray Together | We Achieve Together



## Public Sector Equality Duty Statement

<b>Committee:</b>	P & C
<b>To be reviewed annually, last review</b>	Nov 23
<b>To be reviewed by Governors:</b>	Nov 24
<b>Member of SMT responsible for policy:</b>	Paul Woods

## **Public Sector Equality Duty Statement (Updated March 2023)**

### **Our vision**

Achieving excellence and inspiring generations the All Saints Way

### **Our Values**

Our core Christian value is to “Do unto others as you would have them do unto you.” Luke 6:31.

*The passage from Luke is exemplified by our focus on the following and they form a key part of everything that we do as a school:*

- Forgiveness
- Compassion
- Inclusion
- Tolerance
- Respect for all

With the help of the school council, our “[All Saints Way](#)” was created to exemplify how these values are borne out in day to day school life.

### **Mission statement**

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Our students, teachers, staff and Governors are aware that, our mission is that ‘Stepney All Saints is a Church of England school open to all students.. Our mission is to provide first rate teaching, learning and extra-curricular activities within a caring and supportive Christian environment which respects all faiths and none, and serves the local community.’

### **Action Plan**

Our action plan covers a four-year period from September 2022 and is published as part of the school’s duties under the Public Sector Equality Duty (2011). It integrates our statutory duties in relation to those with protected characteristics, as defined by the Equality Act (2010) which covers:

- Age
- Race
- Sex
- Disability
- Sexual Orientation
- Religion or Belief
- Gender Reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnerships

The duties cover staff, students, governors and people using the services of the school such as parents.

### **Compliance with the Equality Act 2010**

#### **Examples of the work to ensure we meet our equality duty at Stepney All Saints Secondary School**

- The school has a diverse workforce and an equality statement is included on all vacancy adverts
- The school provides training to all staff to outline the requirements of the Equality Act 2010 and the school’s Public Sector Equality Duties
- Information is provided to the Local Authority about workforce diversity as part of the School Census
- The school monitors student attendance, punctuality and performance using a variety of methods including:
  - tracking of individual pupil’s progress
  - tracking of groups such as pupil premium
- Students, parents and staff are surveyed. Recommendations from these surveys feed into action planning.
- Lessons incorporate British values. The school is committed to ensuring that our students grow into

adults ready and willing to take their place in society as responsible and caring citizens. The guiding principles of our focus on British values are that:

- all individuals are of equal value
  - similarities and differences, whether individual or group characteristics, are recognised, respected and celebrated
  - we foster positive relationships and a shared sense of cohesion and belonging
  - we treat all candidates and staff equally in recruitment, retention and development
  - we work to reduce and remove inequalities and barriers that exist
  - we actively respect and promote the rule of law and democratic processes
- PSHE / Citizenship lessons include equality topics, including racism and discrimination based on faith or sexuality
  - The school's policies are reviewed to make sure that they comply with the Equality Act 2010
  - CPD covers areas relating to our public-sector equality duty including training on areas ranging from managing medical needs to gendered behaviour
  - Daily prayer and assemblies cover equality issues such as gender equality, LGBTQ and well-being
  - The school has an active Equality Group. Students run initiatives and promote equality within the community

### **Objectives**

Our equality objectives for 2023-24 are as follows:

- To cultivate regular participation in our enrichment offer to ensure outstanding personal development for all students.
- To develop a whole school strategy focusing on female empowerment.
- To create an Anti-Racism Task Force in which staff members continue to foster the Anti-Racism policy of the school.

### **Monitoring**

- Half-yearly monitoring by Governors reporting to the P&C Committee and then to the Full Governing Body.

The monitoring and reporting will include:

- Preparation and publication of specific and measurable quality objectives.
- Information and evidence to demonstrate how the school is complying with its equality duty.