Public Sector Equality Duty Statement of Intent

Stephenson Academy

The information below demonstrates the ways that the Stephenson Academy implements the duties of the PSED:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
   - Through the framework of policies implemented across the Trust
     - Equality Policy
     - Accessibility Plan
     - Supporting Students with Medical Needs Policy
     - Staff Code of Conduct
     - Anti-Bullying Policy
     - Positive Behaviour Policy
     - Child Protection and Safeguarding Policy
     - Complaints Policy
     - Discipline and Grievance Policies
     - Flexible Working Policy
     - Family Friendly Policies
     - Safer Recruitment Policy
     - Special Educational Needs and Disability (SEND) Policy
   - Regular meetings are held with both staff and Governors to ensure that the PSED duties are considered and displayed.
   - Equality training is provided to all staff.

2. Advance equality of opportunity between people who share a protected characteristic and those who do not. We review and use data to strengthen our practice such as:
   - Attainment data between groups of pupils for example boys and girls, Pupil Premium and Looked after and previously looked after.
   - The progress of the groups above is monitored and books reviewed to ensure gaps are addressed.
   - The TAC team review evidence of increases / decreases in bullying of pupils with protected characteristics.
   - Data on participation in school activities of different groups and monitored and enrichment activities planned and implemented to expose students to a wider range of experiences they would not otherwise be able to access.
   - Data on career progression across pupil cohorts and next steps supported.
   - We have maintained 0% exclusion and work with all stakeholders to support pupils regardless of their needs. A TAC team reviews the suspensions and address patterns and those students with protected characteristics.
   - Our admissions policy is inclusive.
   - Curriculum visits – financial assistance is made available to all pupils on the basis of individual need. Extra-curricular activities are made available for all pupils and special support provided where required for participation.
   - Adjustments are allowed to uniform, including PE kit, no discrimination shown based on gender.

- Foods from different cultures feature regularly and special dietary requirements are catered for; these foods are also explored in Food and Nutrition which is offered to all students.
- Mixed tutor groups promote active integration.
- The school promotes a strong anti-bullying ethos.
- There are robust systems (including online reporting) for logging/reporting any incident based on prejudice or harassment. These are monitored and reported annually to governors and the local authority.
- All staff and pupils are made fully aware of the nominated SLT member of staff to contact regarding any incident involving prejudice or harassment and are aware of the school's Confidential Reporting policy.
- Displays ensure that all demographic groups are represented.
- Teaching and learning of different cultures are encouraged and pupils are able to withdraw from acts of worship upon request.
- All roles/appointments within school are open to all with appropriate skills and abilities.
- There are fair and transparent recruitment procedures for staff.
- All advertised posts contain an equality and diversity statement.
- Job application forms ask for declared protected characteristics. These are removed from information available to the selection panel. Reasonable adjustments are made for those declaring a need.
- Alternative curriculum options are available for all pupils.
- Equal opportunity is promoted within all subjects.
- There is a full range of PE activities for all, for example girls take part in football and boys in dance.

3. Foster good relations between people who share a protected characteristic and those who do not.
    - Pupil voice has representatives from the full range of pupils within the school including those with protected characteristics.
    - Information on LGBTQ+ History and Pride and Black History months are shared through powerpoints shown by all tutors in morning form time, and assemblies.
    - As part of community engagement students take part in work experience and give back to a range of charities and other organisations across Milton Keynes.

Stephenson Academy Equality objectives

Our equality objectives for 2025/26 are:

- Reduce the number of homophobic and racist incidents.
- Act promptly to respond to incidents to prevent them from escalating to a stage where it is classified as bullying.
- Strengthen the provision in RE so students are made more aware of various religions and celebrations are accommodated.
- Raise the attendance levels of students who are LAC or previously LAC.
- Ensure the curriculum includes non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion.

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