

Public Sector Equality Duty

Academic Year 2023-2024

All Saints' Academy, Cheltenham is committed to equality.

Our academy aims are that every student in the academy is supported to:

- 1) Be happy.
- 2) Feel safe and secure.
- 3) Achieve exceptionally well.

We are committed to a whole school approach to equality and consider it important for students to learn about equality and human rights. We wholeheartedly concur with the Equality and Human Rights Commission (EHRC) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

In all aspects of academy life, we are committed to fairness and equality; this includes:

- Our curriculum;
- Collective acts of worship;
- Pastoral support; and
- Extra-curricular programmes and activities.

There are three main elements within the act and in conducting our functions, as an academy, we must have regard for the need to:

- 1) Eliminate discrimination and other conduct prohibited by the act.
- 2) Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- 3) Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it. This duty applies to all students, staff and others using the facilities. At all times we will give relevant and proportionate consideration to the PSED when considering our provision.

Protected characteristics under the Act are:

- Disability;
- Gender reassignment;
- Pregnancy and maternity;

- Race;
- Religion or belief;
- Sex;
- Sexual orientation;
- Age (only applicable to staff, not students); and
- Marriage and Civil Partnerships (only applicable to staff, not students).

NB: Age, marriage and civil partnership are not protected characteristics within the academy's provisions for students.

Our academy will have due regard to advancing equality of opportunity including making a clear and consistent commitment to:

- Minimise or eliminate disadvantages suffered by a person or persons who share a relevant protected characteristic.
- Take steps to meet the needs of a person or persons who share a protected characteristic that is different from the needs of others who do not share it.
- Encourage persons who share a relevant protected characteristic to participate fully in public life.
- Encourage persons who share a relevant protected characteristic to participate fully in any academy activity in which participation by such persons is disproportionately low.

In exercising our duty, we will consider the six Brown principles of 'due regard':

- 1) Awareness: all staff know and understand what the law requires.
- 2) Timeliness: implications considered before they are implemented.
- 3) Rigour: open-minded and rigorous analysis, including parent/student voice.
- 4) Non-delegation: the PSED cannot be delegated.
- 5) Continuous: ongoing all academic year.
- 6) Record-keeping: keep notes and records of decisions & meetings.

All Saints' Academy, Cheltenham welcome the opportunity to be transparent and accountable and fulfils the specific duties of the Act by publishing their Equality Information and Objectives on the academy's website.

We aim to present the information in a format that is easy to read and can be accessed simply from the academy website.

Equality Information

We maintain confidentiality and work to the principles set out in the General Data Protection Regulations (GDPR) to protect personal data. We publish information in a way so that no student or staff member can be identified.

Student

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| Age | Our students range in age from 11 to 18 years. |
| Disability | Reasonable adjustments are made where appropriate. |
| Gender reassignment | We are committed to supporting any student towards gender reassignment |
| 'Race' / Ethnicity | <p>Our student profile comprises:</p> <ul style="list-style-type: none"> • White British 62.53% • White and Asian 0.73% • White and Black African 0.92% • White and Black Caribbean 1.29% • White and Chinese 0.09% • White and European 13.22% • White other backgrounds 2.94% • Asian and other ethnic group 2.66% • Bangladeshi 1.01% • Black African other 1.10% • Black Caribbean 0.64% • Black Ghanaian 0.09% • Black Nigerian 0.92% • Chinese 0.46% • Egyptian 0.09% • Filipino 0.18% • Greek 0.18% • Indian 0.83% • Pakistani 0.55% • Thai 0.09% • Information not obtained 8.65% • Refused to provide information 0.83% |
| English as an Additional Language (EAL) | <p>EAL 42.61% and English 57.39%</p> <p>The languages spoken within our student profile are:</p> <ul style="list-style-type: none"> • English 57.39% • Albanian 0.28% • Arabic 0.37% • Bengali 0.83% • Bulgarian 0.55% • Chinese 0.55% • German 0.18% • Greek 0.37% • Hindi 0.18% • Hungarian 0.28% • Igbo 0.09% |

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| | <ul style="list-style-type: none"> • Italian 0.55% • Kannada 0.09% • Latvian 0.09% • Malayalam 0.18% • Nama 0.09% • Polish 6.52% • Portuguese 1.19% • Romanian 2.39% • Russian 0.37% • Serbian (including Croatian and Bosnian) 0.09% • Shona 0.09% • Sinhala 0.18% • Slovakian 0.18% • Spanish 0.83% • Swahili 0.09% • Tagalog 0.37% • Tamil 0.18% • Telugu 0.09% • Turkish 0.18% • Ukrainian 0.09% • Urdu 0.18% • Yoruba 0.37% • Information not obtained 24.52% |
| Religion and Belief (no Belief) | <p>Our student profile comprises:</p> <ul style="list-style-type: none"> • Buddhist 0.18% • Catholic 12.30% • Christian 8.72% • Church of England 11.66% • Hindu 0.64% • Islam 0.09% • Mormon 0.18% • Muslim 2.57% • Pentecostal 0.18% • Other Religion 2.48% • No Religion 38.02% • Information not obtained 22.59% • Refused to provide information 0.37% |
| SEND | <p>Students identified with a Special Educational Need:</p> <ul style="list-style-type: none"> • Education Health Care Plan: 3.67% • Academy support: 19.47% • No Special Education Need: 76.86% |
| Sex (Male / Female) | <p>Male: 48.30%. Female: 51.70%.</p> |

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| Sexual Orientation | We are committed to supporting all students regardless of sexual orientation. |
| Pupil Premium | Students eligible for Pupil Premium: 38.60%. |

NB: We update our equality information annually in September.