



SOUTH WESTMORLAND MULTI ACADEMY TRUST

Public Sector Equality Duty (PSED) 2023-2024

The South Westmorland Multi Academy Trust (SWMAT) and Dallam School are committed to equality.

Our school aims are that every student in school is supported to:

- Be happy
- Feel safe and secure
- Achieve exceptionally well

We are committed to a whole school approach to equality and consider it important for pupils 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 school life we are committed to fairness and equality; this includes through:

- Our curriculum
- Assembly programme
- Pastoral support
- Extra-curricular programme and activities

There are three main elements within the act and in carrying out our functions, as a school, 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.

The 9 protected characteristics under the Equality Act (2010) are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

NB: Age and marriage and civil partnership are not protected characteristics within the school’s provisions for students

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

- Minimise or eliminate disadvantages suffered by 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 are 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 school 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 throughout the academic year
6. **Record-keeping** – keep notes and records of decisions and meetings

The SWMAT and Dallam School welcome the opportunity to be transparent and accountable. The SWMAT fulfils the specific duties of the Act by publishing their Equality Information and Objectives on the school website.

We aim to present the information in a format that is easy to read and access.

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.

Staff Equality Information

Age	Our staff profile comprises: Age range 21-30 9.84% Age range 31-40 26.23% Age range 41-50 25.41% Age range 51-60 29.51% Age range 61+ 9.01%
Disability	6.55% of staff have a recorded disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We are committed to supporting any staff member towards gender reassignment.
Marriage and civil partnerships	The school complies with its equality duties in this regard.
Pregnancy and maternity	The school complies with its equality duties in this regard.

Race/ethnicity	Our staff profile comprises: Black or Black British - 0.00% Any other White Background – 0.00% White - British – 97.54% White - Irish – 0.00% Prefer not to say – 2.46%
Religion and belief/no belief	Our staff profile comprises: Christian – 45.08% No religion – 50.00% Prefer not to say – 4.92%
Sex (male/female)	Female – 74.59% Male – 22.95% Prefer not to say 2.46%
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation

Students Equality Information

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	Our student profile comprises: White - British 87.54% Any other White background 3.44% Refused 2.23% White and Asian 1.42% Any other mixed background 1.01% Chinese 0.71% White and Black African 0.71% Black - African 0.51% Indian 0.41% White - Irish 0.41% White and Black Caribbean 0.41% Pakistani 0.30% Any other Asian background 0.20% Any other ethnic group 0.20% Black Caribbean 0.20% Traveller of Irish Heritage 0.20%
EAL (English as an additional language)	3.81% EAL The languages spoken within our student profile are: English 96.19% Polish 1.54% Chinese 0.72% Ukrainian 0.62%

	Swedish 0.21% Hindi 0.10% Hungarian 0.10% Other than English 0.10% Romanian (Romania) 0.10% Sinhala 0.10% Spanish 0.10% Urdu 0.10%
Religion and belief/no belief	Our student profile comprises: No Religion 51.62% Christian 45.49% Muslim 1.62% Other Religion 0.46% Buddhist 0.35% Hindu 0.23% Jehovah's Witness 0.12% Jewish 0.12%
Sex (male/female)	Female: 47.6% Male: 52.4%
Sexual orientation	We are committed to supporting all students regardless of sexual orientation
Pupil Premium	Students eligible for Pupil Premium: 21%