

Equality Duty Statement

Introduction

This document describes how the Board of Trustees of Beckfoot Trust intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its students and workforce.

We have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who have a protected characteristic and people who do not have it; and
- Foster good relations between people who have a protected characteristic and those who do not have it.

We collect and use equality information to help us to:

- Identify key issues;
- Understand the impact of our policies, practices and decisions on people with different protected characteristics;
- Assess whether we are discriminating unlawfully when carrying out any of our functions;
- Identify what the key equality issues are for our organisation.

The trustees and senior leaders will:

- Consider taking steps to meet the needs of staff who have relevant protected characteristics;
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations;
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality;
- Review our equality objectives to meet the specific duties;
- Review on a regular basis our Equal Opportunities policy, our Special Needs and Disability policy, Behaviour policy, Anti-Bullying policy and our Accessibility plan;
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

Publication of Equality Information/Equality Objectives

In order to ensure that we are compliant:

- The trustees profile on a regular basis the workforce of our organisation as to protected characteristics;
- Senior leaders involved in recruitment will have attended Safer Recruitment and Equality training;
- We ask staff during the induction process what adjustments are needed for us to make sure any disadvantages are addressed;
- We profile the gender pay gap and take steps to ensure we are not out of step with national trends.

Our Equality Objectives:

- To increase the representation of all teachers from minority ethnic backgrounds to better reflect the community of Bradford that we serve by a minimum of 10% from a starting point of 19% to 29%.
- To increase the representation of staff from minority ethnic backgrounds in senior leadership positions from 9% to at least 19% (10% above national).
- To year on year close the SEND K student attainment gap so that progress in Secondary and Primary is at least at national level.
- Work towards achievement of the Diversity Mark by July 2025.

For the link to the Equal Opportunities policy [click here](#).

This statement was updated **September 2023**