

Public Sector Equality Duty Statement
Public bodies in England (and non-devolved bodies in
Scotland and Wales)

This came into force on 5 April 2011.

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

1) Eliminate unlawful discrimination, harassment and victimisation and any other unlawful conduct in the Equality Act 2010.

2) Advance equality of opportunity

This means:

- Remove or minimise disadvantages suffered by people with protected characteristics due to having that characteristic.
- Take steps to meet the needs of people with protected characteristics that are different from people who do not have that characteristic (including taking account of a disability).
- Encourage protected groups to participate in public life and in any other activity where participation is disproportionately low.

The protected characteristics are:

Age	Sex
Disability	Sexual orientation
Pregnancy and maternity	Gender reassignment
Religion or belief	Marriage and civil partnerships (but just for the first aim of the duty)
Race	

3) Foster good relations

Which means:

- Tackle prejudice
- Promote understanding

In addition to this we have Two Specific Duties. They are intended to help schools meet the general duty. They are to:

1. Set Equality Objectives
2. Publish information

Much of the information and analysis relates to the school improvement plan, evaluations and student data – we use the information to improve education for all groups. The same applies to our employees. This information is used to develop our practice and improve outcomes for our pupils. We use information to analyse outcomes and plan for the future.

Corvus Education Trust aims to:

- Provide a secure environment in which all our children can flourish and achieve under the five outcomes of: be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being.
- Provide a rich curriculum that is inclusive to all.
- Include and value the contribution of all families to demonstrate our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all of the activities of the setting.
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community.
- Plan systematically to improve our understanding and promotion of diversity.
- Actively challenge discrimination and disadvantage.
- To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
- To narrow the gaps in progress between pupils with special educational needs and disabilities and all other pupils.
- To narrow the gap in attendance between pupils eligible for free school meals and all other pupils.

Our Corvus schools do not employ 150 or more employees and therefore will not be publishing information about them.

Please see our Equality and Diversity Policy.