

# 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 will now 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 will 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 Objective**

### **In order to ensure that we are compliant:**

- The trustees will profile on a regular basis the workforce of the school as to protected characteristics;
- Senior leaders involved in recruitment will have attended Safer Recruitment and Equality training;
- We will ask staff during the induction process what adjustments are needed for us to make sure any disadvantages are addressed;
- We will 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 potential starting point of 29.4% to 39.4%.
- To increase the representation of staff from minority ethnic backgrounds in senior leadership positions from a low starting point by 10% to at least 14% (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 EDI Charter Mark.

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

This statement was updated **December 2024**