



Barr Beacon School Equality objectives 2023-27



The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

- a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

Barr Beacon School's values are as follows.

Behave responsibly
Equal to everyone
Act responsibly
Consideration for others and the environment
Own what you do
Never discriminate

We have aligned our equality objectives with two of these values specifically.

Objective 1: Equal to everyone

Currently, some subjects have an imbalance when it comes to sex and gender. For instance, girls tend to choose caring subjects such as health and social care and there are more boys who choose physics. We are therefore setting ourselves the objective of shattering stereotypes to promote equality of opportunity.

To do this, we will increase the visibility of people who challenge the stereotypes still pervasive in society, including selecting visiting speakers who do this. We will actively seek to employ staff who counter these stereotypes too. We will ensure PSHE materials counter stereotypes right from Year 7. Throughout our careers programme, we will also be careful not to indirectly put pupils off choosing certain professions by using gendered language. Where gendered language is a part of the vernacular, e.g. chairman, we will highlight this, educating pupils on the history of this language and promoting use of alternatives, e.g. chairperson.

Objective 2: Never discriminate

While our regular pupil voice and behaviour logs show discrimination to be very rare in school, we know that there has been a significant increase in hate crime in wider society (source: Association of Police and Crime Commissioners). As a school, we serve a community and have a responsibility to ensure our pupils are upstanding citizens in modern Britain. We are therefore setting ourselves the objective of pre-emptively tackling prejudice (keeping discrimination low in school) while also giving pupils the knowledge they require to challenge discrimination out of school.

To this end, we will be constantly updating our curriculum to be both a 'mirror' which is reflective of the pupils in school and a 'window' into the lives of people with the full range of protected characteristics.

Updates on actions taken and their impact

March 2024

March 2025

March 2026

March 2027