



**Public Sector Equalities Duty  
(PSED)  
Appendix 1: The Trust's  
Equality Objectives 2018-  
2020**

Reviewed: June 2018  
Next Review Date: June 2019

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<b>Objective</b>	<b>Actions</b>	<b>Success criteria</b>	<b>Time Scale</b>	<b>Monitoring process</b>	<b>Who</b>
To achieve a better understanding of the overseas qualifications of candidates for appointment.	<ul style="list-style-type: none"> <li>To ensure colleagues involved in recruitment have a clear understanding of possible overseas qualifications and how this fulfils the Academy's obligations for offering posts where a certain standard of education is required e.g. teaching positions.</li> </ul>	<ul style="list-style-type: none"> <li>Overseas staff applying have an equal opportunity of successfully applying for positions at the school.</li> </ul>	As soon as possible	<ul style="list-style-type: none"> <li>By Principal (recruitment)</li> <li>Local Governing Body Staffing committee</li> </ul>	CEO
To work to close the gap in attainment for those pupils with protected characteristics.	<ul style="list-style-type: none"> <li>To review attainment regularly</li> <li>To implement intervention as appropriate</li> <li>To use Pupil Premium funding to support the attainment of pupils with protected characteristics as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>To close the gap in attainment to levels which are less than the national gap.</li> </ul>	Immediately. As each year group has different pupil characteristics this is an on-going target	<ul style="list-style-type: none"> <li>By Principal</li> <li>By Local Governing Body Standards &amp; Effectiveness Committee</li> <li>Reported to relevant Trust sub-committee</li> </ul>	CEO
To maintain the low incidence rate of inappropriate language and behaviour. e.g. homophobic, racist, sexist, etc.	<ul style="list-style-type: none"> <li>Target opportunities to tackle this issue explicitly in worship and year team assemblies and in tutor time.</li> <li>Take curriculum opportunities to reinforce the message in related topics, e.g. the Holocaust in history, relevant PSHE and citizenship lessons, etc.</li> <li>Incorporate explicit reference to this issue in sanction systems.</li> </ul>	<ul style="list-style-type: none"> <li>Inappropriate and prejudicial language viewed as unacceptable in the school community at large and pupils feel confident to correct each other when it occurs or report it to an adult if necessary.</li> </ul>	On-going target	<ul style="list-style-type: none"> <li>By Principal</li> <li>Reported to Full Governing Body in Principals termly report</li> <li>Reported to relevant Trust committee/Sub-committee</li> </ul>	CEO
To increase accessibility for all pupils to all buildings.	<ul style="list-style-type: none"> <li>Investigate all opportunities for redevelopment of buildings to provide more appropriate facilities.</li> <li>If above unsuccessful explore alternative uses of inaccessible areas to consider whether current arrangements offer the best solution.</li> </ul>	<ul style="list-style-type: none"> <li>All pupils able to access learning and pastoral support facilities.</li> </ul>	On-going target	<ul style="list-style-type: none"> <li>By SLT and Local Governing Body Buildings Committee.</li> <li>Reported to Trust Director of Finance</li> </ul>	CEO