(PSED) Public Sector Equality Duty Statement, Information & Objectives 2024-2028

At Innovate2Educate Partnership we are committed to fostering an inclusive and diverse educational environment that promotes equality of opportunity for all. Our trust is dedicated to upholding the principles of fairness, respect, and dignity, ensuring that every individual, regardless of their background, is treated with equality and given the chance to thrive.

Our Objectives are:

Elimination of Discrimination

To create and maintain an educational environment within i2e where discrimination is actively identified, challenged, and eradicated, fostering a culture of equality, respect, and inclusion for all members of the school community

Strategies

- Regular audits and assessments
- Staff training and awareness programs
- Curriculum review and diversification
- Promotion of inclusive language
- Transparent reporting mechanisms
- Inclusive policies and procedure
- Celebration of Diversity
- Engagement with parents and carers

Equality in Education

To enhance and ensure equality in education at i2e, fostering an inclusive learning environment where all students, regardless of background, have equitable access to opportunities and resources, and achieve their full academic potential.

Strategies

- Attainment gap analysis
- Adaptive instruction and support according to need
- Personalised learning plans
- Inclusive curriculum design
- Equality of access to extracurricular activities
- Mentoring and guidance programs
- Parental engagement
- Training and CPD for staff

Inclusive Leadership & Governance

To cultivate and strengthen inclusive leadership and governance practices at i2e, ensuring that decision-making processes, representation, and leadership roles reflect the diversity of the school community, fostering an environment of equity and inclusion.

Strategies

- Leadership diversity audit and assessment
- Diversity training for leaders
- Recruitment and induction policy review
- Mentoring for leaders
- Succession planning
- Representation in governance
- Transparency and accountability measures in place
- System for continuous review and evaluation in place

Promotion of Diversity and Inclusion within the curriculum

To enrich the educational experience at i2e by embedding and promoting diversity and inclusion within the curriculum, fostering an environment where students encounter a wide range of perspectives, cultures, and histories.

Strategies

- Curriculum diversity audit
- Inclusive curriculum content
- Global perspectives education projects
- Inclusive language in teaching materials and resources
- Promotion of critical thinking
- Collaboration with diverse communities
- Diverse literature in libraries and curriculum reading lists

Accessible Facilities and Services

To create an inclusive and accessible environment at i2e, ensuring that all facilities and services are designed, maintained, and utilized in a manner that accommodates the needs of every individual, regardless of physical ability or other accessibility requirements.

Strategies

- Accessibility audit of sites
- New projects meet the Inclusive design standards (DDA)
- Accessible communication methods standard practice
- Implement Assistive technologies so that digital spaces are accessible to all
- Assistive transport available
- Emergency evaluation procedures reflect all stakeholder's needs
- Community involvement in design and decision-making for capital projects

Staff development and wellbeing

To prioritise the professional development and overall well-being of the staff at i2e, fostering a supportive and inclusive workplace that recognises and values the diverse contributions of every team member.

Strategies

- Membership of the Global Equality Collective to access the training hub
- Collaborate with other educational institutions, organisations, and community groups to share best practices.
- Wellbeing support services available
- Introduce a flexible working policy to accommodate the needs of staff
- Review workplace equality policies
- Recognition and achievement programs