

PSED Statement

Date Reviewed	July 2026
Next Review Date	July 2027



Exceed Learning Partnership Public Duty Equality Statement

The Public Sector Equality Duty (PSED), introduced under Section 149 of the Equality Act 2010 and effective from April 2011, requires public bodies, including academy trusts and schools, to 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 share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The PSED places equality, fairness and inclusion at the heart of decision-making, ensuring that services meet the needs of all members of the community.

The duty applies to academy trusts, schools, government departments, local authorities, police authorities and other public bodies.

Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our Commitment

Exceed Learning Partnership is committed to promoting equality, diversity and inclusion across all of its academies and workplaces.

In exercising our functions, we give due regard to the three aims of the Public Sector Equality Duty in all aspects of our work, including:

- Employment practices and recruitment.
- Developing, implementing and reviewing policies.
- Designing, delivering and evaluating education and support services.
- Procurement and commissioning of services.
- Strategic planning and decision-making.

Having "due regard" means consciously considering the impact of decisions on equality and inclusion before they are made and throughout implementation.



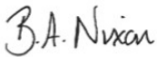
Specific Duties

To meet the requirements of the Equality Act 2010, the Trust will:

- Publish information demonstrating compliance with the Public Sector Equality Duty, including information relating to people who share protected characteristics where appropriate.
- Publish and review measurable Equality Objectives at least every four years.
- Review progress against those objectives annually.
- Maintain and implement the Trust Equality and Diversity Policy and accompanying Equality Action Log.

This statement should be read alongside the Trust's Equality and Diversity Policy and Equality Action Log.

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Signed Chief Executive Officer: 

Signed Chair of Trustees/Directors





Equality Action Log

Equality Strand	Action	Monitoring	Responsibility	Timescale	Success Indicators
All Protected Characteristics	Publish and promote the Trust Equality and Diversity Policy on the Trust and academy websites.	Parent, staff and pupil surveys. Reports to Local Governing Bodies and Trust Board.	CEO, Principals, Trustees/Directors, Local Governing Bodies	Ongoing	Staff apply equality principles in practice. Parents and stakeholders are aware of the policy.
All Protected Characteristics	Monitor and analyse pupil achievement by protected characteristics and identify any trends requiring targeted intervention.	Analysis of attainment, progress and attendance data.	CEO, Principals, Trust Board, Local Governing Bodies	Annual	Achievement gaps reduce over time and targeted support is implemented where required.
All Protected Characteristics	Ensure the curriculum reflects diverse cultures, backgrounds, identities and positive role models.	Curriculum monitoring, pupil voice and lesson observations.	Curriculum Leaders, Class Teachers, Principals	Ongoing	Increased pupil engagement, participation and confidence across all groups.
All Protected Characteristics	Promote diversity through classroom and communal displays, resources and learning environments.	Learning walks, curriculum reviews and pupil voice.	Curriculum Leaders, Teaching Staff, Principals	Ongoing	Displays reflect diversity and inclusion across all academies.
Race Equality	Record, investigate and respond to all racist incidents in accordance with Trust policy. Report data to Trustees/Directors termly.	Analysis of incident records and trends.	CEO, Principals, Trustees/Directors, Local Governing Bodies	Termly	All incidents are appropriately managed and staff confidence in reporting is maintained.
Sex Equality	Encourage equitable participation in extracurricular activities and leadership opportunities.	Participation data analysed by sex and year group.	PE Leaders, Enrichment Leads, Principals	Ongoing	Balanced participation across clubs and enrichment activities.



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Community Cohesion	Celebrate cultural diversity through assemblies, curriculum events, awareness days and wider curriculum opportunities.	Curriculum monitoring, pupil voice and evaluation of events.	• EVERY CHILD • EVERY CHANCE • EVERY DAY • RE, PSHE, Music and Art Leaders	Ongoing	Pupils demonstrate increased understanding and respect for different cultures, faiths and communities.
Governance Diversity	Promote diversity within Trustee/Directors and Local Governing Body recruitment and succession planning.	Annual review of governance composition and recruitment activity.	Chair of Trustees/Directors and CEO	Annual	Governance reflects a broad range of skills, experiences and backgrounds and recruitment processes are inclusive.