

# All Saints' CE Primary School



## Vision

Learning hand in hand together with God.

## Values

Hopeful school through honesty, forgiveness and trust  
Achieving school through resilience, respect and ambition  
Nurturing school through care, compassion and friendships  
Developing school through wisdom, faith and fun  
Sharing school through kindness, celebration and love

# Public Sector Equality Duty Statement

**Written by:** Joe Cooper

**Ratification date:** January 2021

**Ratified by:** M Robinson

**Review date:** January 2022

## **1. Aims**

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## **What is the Public Sector Equality Duty (the PSED)?**

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are-

- age
- disability,
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## **3. Roles and responsibilities**

***The governing board will:***

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

***The Headteacher will:***

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

***The Deputy Headteacher will:***

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver or broker training as necessary

***All school staff are expected to have regard to this document and to work to achieve its broader objectives in line with school policies.***

## **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act in policy documents and through minuted meetings.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Share attainment data each academic year showing how pupils with different characteristics are performing
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling parents and carers to exercise their rights to withdraw pupils from some aspects of the curriculum)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)
  - In fulfilling this aspect of the duty, the school will:
    - Analyse data to determine strengths and areas for improvement and implement actions in response.
    - Make evidence available identifying improvements for specific groups (e.g. reporting on trends and changes in behaviours reported for vulnerable groups of pupils)

## **6. How does All Saints' comply with the Public Sector Equality Duty?**

The school has a range of policies which make explicit the school's long established commitment to actively promoting equality of opportunity for all. The main documents that deal with equality of opportunity are:

- Accessibility plan
- Equality policy
- SEND policy
- Positive Behaviour and anti-bullying policy
- Religious Education Policy
- Curriculum documentation