

SMARDEN PRIMARY SCHOOL

Public Sector Equality Duty (PSED) Statement

Reviewed by: Inclusion Manager and Headteacher

Review date: September 2021

Next review: September 2022

You will find information here about how the school ensures it meets its Specific Equalities Duties (these are things our school **must** do). The **Public Sector Equality Duty** requires our school to publish information about Equalities. The **Equality Act 2010** clearly states that the groups below must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics

Schools must take the following into account when publishing information; disability, sex (gender), race (ethnicity), pregnancy and maternity, religion and belief, sexual orientation and gender re assignment. For schools, age is only a relevant characteristic in consideration of their duties only in their role as an employer, and not in relation to pupils.

General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

- Publish information about how we comply with the PSED.
- Produce 'Equality Objectives'.

How we comply with the PSED

The school publishes an accessibility plan setting out how we make improvements in accessibility for those with disabilities. We no longer have to produce an 'equality scheme.' Instead, we intend to publish relevant information on our school website and information may include:

- Copies of policies, for example the behaviour policy or anti-bullying policy, or the recruitment or pay policies, where the importance of avoiding discrimination and other prohibited conduct is noted.
- A note of meetings of staff or of governors, where they are reminded of their responsibilities under the Equality Act 2010.
- Evidence of staff training on the Equality Act 2010.
- A note of how the school monitors equality issues.

We may also publish evidence relating to:

- Aspects of the curriculum that promote tolerance and friendship, or which share understanding of a range of religions or cultures.
- Assemblies dealing with relevant issues.
- Involvement with the local communities.
- Paired arrangements with other schools which enable pupils to meet and exchange experiences with children from different backgrounds.

Further information can be found at www.equalityhumanrights.com/advice-and-guidance/public-sectorequality-duty/guidance-on-the-equality-duty/