

## Public Sector Equality Duty

### Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard for 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 Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment.

### 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 the Department for Education (DfE) guidance: The Equality Act 2010 and schools.

### 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
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head

#### The SLT will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Ensure there is an annual focus on one of the nine protected characteristics

### How does Grateley Primary School comply with the Public Sector Equality Duty?

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

- Accessibility policy
- Equality policy
- SEND policy
- Behaviour policy
- Anti-Bullying policy

Grateley Primary School prides itself on being an inclusive school that cares for all. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty. It is through assemblies and learning sessions that our pupils have the opportunity to discuss and explore the values that underpin the PSED.

### **Equality objectives**

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives and our published information must be updated annually. Our objectives for 2023 – 2027 are:

**Objective 1:** To raise awareness of equality & diversity

**Objective 2:** Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc

**Objective 3:** Ensure tolerance and respect towards individuals who identify with any of the protected characteristics

**Objective 4:** Promote learning for all by ensuring that nobody is disadvantaged by any of the protected characteristics