

## **Public Sector Equality Duty**

### **What is the Public Sector Equality Duty?**

The single Public Sector Equality Duty (PSED) came into effect in April 2011 as a result of the Equality Act 2010. It requires public bodies to promote equality and replaces three pre-existing duties relating to disability, race and gender equality.

Public bodies, including schools, are required to have 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, and between people who share a protected characteristic and people who do not share it.

It covers everyone in Britain and protects people from discrimination, harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:

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

At St. Jude's Catholic Primary School, we actively promote these in our curriculum and work to embed them into our ethos.

### **Meeting Requirements**

We have an accessibility plan in place which forms part of the policies we have in place to ensure that pupils, staff and other stakeholders such as parents and visitors to school receive equal opportunities in the protected characteristics (e.g. age, race, disability, gender).

We are continually trying to improve the school environment and curriculum to make it easier for all pupils, parents, staff and visitors to access the building and services we provide. In addition we are looking at ways to improve our spoken and written communication between the school and our pupils, parents and other interested parties.

St. Jude's Catholic Primary School is an inclusive, welcoming and safe community and we want everyone who spends time with us to feel supported and have access to whatever they need to make their time with us run smoothly. If there is anything we can do make it easier for you to visit our school or access the information we provide then please ask us and we will do our best to help you.

If you have any specific needs that you wish to discuss with us, please make an appointment and we will be happy to see you.

### **Promoting the Protected Characteristics at St. Jude's Catholic Primary School**

St. Jude's Catholic Primary School prides itself of being a school where inclusion and equal opportunity is important, indeed central to our work with every individual. Evidence of our impact can be seen in our monitoring and assessment outcomes, including statutory assessment outcomes at the end of Key Stages, Ofsted reports, local authority visits outcomes and pupil, staff and parent questionnaires.

Examples of our compliance with the Public Sector Equality Duty can be seen in, but are not limited to, the following examples:

- Policies that deal with equality issues eg. Accessibility Plan, Equality Policy; SEND policy, Behaviour and Discipline Policy, Teaching and Learning Policy, Curriculum plans.
- Promotion of understanding, respect, individual liberty and tolerance in assemblies, religious education lessons and through our curriculum
- Strong and consistent Code of Conduct for Behaviour
- Equal access to the curriculum
- Monitoring and evaluating the attainment and progress of cohorts, groups and individuals and support mechanisms and strategies to address underperformance or vulnerability
- Effective working with outside agencies such as counselling services, medical professionals and education support services
- Equal access to wider school activities such as clubs, visits and residential trips
- Charitable support and fundraising

### **Our pledge**

We will always work to ensure that our children understand that:

- Everyone is included
- Everyone is different
- We celebrate our differences
- We are all equal in our differences

### **Our governors, in their work to uphold their responsibility will:**

- Ensure that equality information and objectives are explicit in our policies and procedures and that these are communicated clearly with all members of the school community and beyond
- Monitor, review and evaluate the effect and impact of these regularly and often (at a minimum, every four years)
- Seek ways to address physical or environmental barriers that get in the way of equality and inclusion

- Work closely with the Head Teacher, delegating responsibility to her for the day to day implementation of policies and procedures and for monitoring their effectiveness

**Our head teacher will:**

- Promote knowledge and understanding of equality amongst staff, pupils and parents
- Monitor the effectiveness of the curriculum in promoting equality and tackling inequality in order to encourage and develop learners who are understanding, accepting, tolerant, respectful and inclusive of others
- Ensure good support systems, including staffing, are in place for cohorts, groups or individuals in order to ensure that everyone has the potential to achieve highly.
- Put in place and monitor support mechanisms to tackle inequalities that may impact on the education and life chances of our pupils for whole cohorts, groups and individuals.

**Our classroom staff will:**

- Teach a balanced and fair curriculum that challenges knowledge and promotes understanding.
- Support every individual to achieve highly and progress well from their individual starting points.
- Promote a culture of mutual trust and support where everyone feels valued, comfortable and listened to in all aspects of school life, including when sharing concerns or worries, no matter how small.
- Work effectively with a range of people who support our children eg. parents, medical colleagues and education support staff, to maximise potential and to overcome barriers to progress.

**Our whole staff group will:**

- Promote equality and inclusivity
- Lead by example

**Our pupils will:**

- Be encouraged, taught and supported to understand one another and to accept respect and celebrate individual difference
- Be encouraged and supported to include everyone
- Be reminded of what to do if someone is unkind to another person in order to effectively support one another