

Public Sector Equality Duty

As a public body, the school is statutorily required to published various information about how we manage equality.

The Public Sector Equality Duty (PSED), part of the Equality Act 2010, came into force in April 2011. It requires organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.

The duty has a key role to play in making sure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups. It covers a range of public bodies, including academies, schools, NHS organisations, government departments, local authorities, and police authorities.

The duty replaces the three former duties that required government departments, local authorities and other public bodies to take into account gender, race and disability equality both as employers and when making policy decisions and delivering services. The new duty extends to all aspects of a person's identity – known as 'protected characteristics' – that are protected under the Equality Act 2010: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment
Section 149(1) of the Equality Act 2010 puts various requirements on academies when exercising their functions. The general duty requires academies to have due regard to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having "due regard" means consciously thinking about the three aims of the PSED as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by academies, such as:

- how they act as employers
- how they develop, evaluate and review policy
- how they design, deliver and evaluate services
- how they commission and procure from others.

The Public Sector Equality Duty introduces legislation in the form of specific duties. The duties require schools to:

1. Publish information to demonstrate how they are complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. Prepare and publish equality objectives

Highwood Primary School is committed to adopting the aims of the PSED. In complying with this duty, we are committed to promoting strategies, opportunities, policies and procedures that will help us:

- eliminate discrimination, harassment, victimisation;
- remove or minimise disadvantages;
- take steps to meet different needs;
- encourage participation when it is disproportionately low;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

1 (a) We operate fair and equal access to the school, its curriculum and all of its work. Regardless of any characteristic, all children, parents and stakeholders have equal access and we will never discriminate against any individual on the basis of any protected characteristic. We have clear policies in place (Behaviour, Staff Code of Conduct, Anti Bullying, Whistleblowing, Dignity at Work - not exhaustive), which detail how we specifically ensure that we meet this criterion. We operate a fair and safe recruitment model to ensure that access to vacancies on the staff is fair, open and equal.

1 (b) Our curriculum includes clear work around diversity. We actively work to educate our children so that they appreciate the work around them, the diversity that surrounds their lives and to value this. We undertake regular quality assurance of our activities in order that we are able to monitor equality of access and opportunity.

1 (c) Our curriculum ensures that learners are exposed to diversity in terms of characteristic, circumstances, and opinion. We ensure that learners have access to regular opportunities to consider the viewpoints and experiences of other and can discuss these and understand them in order to maintain good relations. Our pupil level policies and procedures include details of how we manage good relations.

Equality Objectives

Equality Objectives are set out These are updated and published every four years and they were most recently reviewed in July 2021.