

Polesden Lacey Infant School - Compliance with the Public Sector Equalities Duty (PSED)

The Equality Act 2010 introduced a Single Public Sector Equality Duty (PSED), which applies to public sector bodies including maintained schools and academies. The Act introduces the concept of 'protected characteristics' which are given protection under the Act – race, disability, gender, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

This combined equality duty came into effect on April 2011 and replaces the Gender, Disability and Race Equality Duties.

Aims of the PSED Act (General Duties for schools)

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not.

For schools this means:

- Decision makers in schools must be aware of the duty to have 'due regard' when making a decision or taking an action and must assess whether it may have implications for people with particular protected characteristics.
- Schools should consider equality implications before and at the time that they develop policy and take decisions, not as an afterthought. Schools will need to keep them under review on a continuing basis.
- The PSED has to be integrated into the carrying out of the school's functions and the analysis necessary to comply with the duty has to be carried out rigorously.
- Schools cannot delegate responsibility for carrying out the duty to anyone else.

The specific duties required of schools:

- To publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
- To prepare and publish equality objectives.

How Polesden Lacey Infant School Complies with the Equalities Act 2010

- **Elimination of discrimination and other conduct prohibited by the Act.**

The vision statement for our school clearly states that our philosophy is to provide a happy, stimulating and secure community for every child to develop a sense of independence, a love of learning and respect for others and the World around them. This is reinforced in part

of our Mission Statements which clearly states: We will ensure our school is a friendly, vibrant and inclusive community, where everyone has a voice and actively celebrate diversity

We do not tolerate bullying or harassment of any kind. We hold an Anti-bullying week every year and we aim to ensure that children can recognise what bullying is and know what to do if they see or experience it. All concerns about bullying are taken seriously and investigated thoroughly. All incidents in or out of class are recorded.

We actively tackle discrimination against those protected characteristics identified in the PSED and promote equal opportunities and good relations between and amongst all. We strive to promote the individuality of all our pupils, for example through celebrating differing achievements. We are committed to ensuring that positive action is taken to redress the balance of inequality, which may exist.

The following policies support the school's compliance:

- Behaviour
- Teaching and Learning
- Anti-bullying
- Accessibility Plan

As a school, we take positive action to challenge and prevent racism, and to prepare pupils for life in a multi-cultural society. The school takes action to provide equality of opportunity and good relations between people of different racial groups. Any racist behaviour is challenged and reported.

- **Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.**

The ASP online summary report for 2019 (data for the school provided by the Department for Education) which compares the schools' data with national data shows:

- Overall attainment of pupils in KS1 are above national standards both in all schools nationally and in similar schools in reading, writing and maths and significantly above for Reading.
- Girls, Non Free School Meals, First Language English all attained above the national average.

Actions to address the differences in performance by children form the basis of our School Development Plan; a summary of this is available from the school office.

We are an equal opportunities employer. We are non-discriminative in employment and promotion. We apply objective criteria and recruitment procedures to ensure that we employ the best-suited candidate to the post. We welcome applications from all and are aware that we have a predominately white female staff.

- **Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it.**
- Polesden Lacey promotes different values throughout the school by means of the curriculum, assemblies based on appropriate themes to support our values e.g. respect, courage and fairness.
- PSHE curriculum focuses relationships, friendship etc.
- RE curriculum which emphasizes understanding other religions and cultures

Our Equalities Objectives 2021 – 2022

- To increase the progress of the SEN and PPG pupils throughout the school through targeted in class teaching and planned intervention support.
- To continue to embed equality, diversity and inclusion and to continue to tackle discrimination throughout school.
- Through targeted professional development develop staff understanding of relevant mental health issues and train staff in using strategies to support pupils with mental health concerns.

The school will review these objectives annually.

Statement written June 2021

To be reviewed June 2022