



## **SIMONSIDe PRIMARY SCHOOL**

### **PUBLIC SECTOR EQUALITY DUTY STATEMENT**

#### **INTRODUCTION**

Since the Equality Act of 2010, public bodies, including schools, have been required by law to uphold a duty to promote disability, race and gender equality.

In April 2011 this was replaced by a single public sector equality duty (known as PSED or the equality duty). This duty extends to all aspects of a person's identity - known as 'protected characteristics'- that are protected under the Equality Act 2010: age, disability, race, religion and belief, sex, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment. It states that:

*'The Equality Duty supports good education and improves pupil outcomes. It helps a school to identify priorities such as underperformance, poor progression, and bullying. It does this by requiring it to collate evidence, take a look at the issues and consider taking action to improve the experience of different groups of pupils. It then helps it to focus on what can be done to tackle those issues and to improve outcomes by developing measurable equality objectives'.*

#### **Public Sector Equality Duty Guidance for Schools in England Equality and Human Rights Commission 2014**

From April 2012 schools have been required to publish information showing how it will comply with the PSED.

#### **STATEMENT**

At Simonside Primary School we are committed to meeting our statutory responsibilities under the Equality Act of 2010 in ensuring equality of opportunity for all children, staff parents and carers irrespective of race, gender, disability, belief or religion or socio- economic background. We seek to demonstrate this through all aspects of school life including teaching and learning within and beyond the classroom, pupil support systems, staff recruitment and retention and our work in the wider community.

In carrying out our responsibilities under the Act we will have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and who do not share it.

## **COMPLIANCE WITH PSED**

School has a range of policies which make explicit our commitment to actively promoting equality of opportunity. The main policies which reference equality of opportunity are:

Equality Policy  
Behaviour and Anti Bullying Policy  
SEND Policy  
Accessibility Plan.

## **ACTIONS**

At Simonside Primary School we will use our responsibilities under the Act to collect and use information to:

- identify key issues in relation to equality
- assess whether we are discriminating unlawfully when carrying out any of our functions and identify any actions we need to take to avoid discrimination or harassment, advance equality and foster good relations
- understand the impact of our policies, practices and decisions on people with different protected characteristics and thereby plan more effectively for them
- make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality
- analyse performance and progress and take appropriate action
- benchmark our performance and processes against those of similar schools.

## **OUR AIMS FOR PUPILS**

We aim to use in promoting equality our status as a Rights Respecting School with its rights and responsibilities alongside our school vision of '*Dream, Believe and Achieve*', through which we teach values relating to respect, resilience, determination, responsibility, truth and aspiration.

At Simonside Primary School our aim is to ensure that all of our children reach their potential by:

- ensuring that everyone is treated fairly and respectfully
- making our school a safe and secure place for everyone
- guiding parents on how they can support their child's progress
- ensuring barriers to learning will be addressed in a supportive, sensitive and sympathetic way
- teaching children to recognise that people have different needs and that some pupils need extra support to help them achieve and be successful
- helping pupils to understand the importance of equality
- helping pupils to recognise forms of discrimination and its impact
- ensuring that no-one with protected characteristics experiences less favourable treatment or discrimination.

## **OBJECTIVES**

In order to further support pupils, raise standards and ensure inclusive teaching we have set ourselves the following objectives:

1. To monitor and analyse pupil achievement and progress by gender, race and special educational needs and disabilities and act on any trends or patterns in the data that require additional support for pupils.
2. To raise levels of attainment for vulnerable pupils in reading, writing and maths so that they are achieving at least national levels.
3. To keep as a focus accessibility in the design and construction of the new school building and environment.

## **MONITORING**

Staff and governors will monitor and review progress against the objectives annually.

Reviewed November 2020