



Public Sector Equality Duty (PSED)

As part of the Equality Act 2010, all public bodies have to consider all individuals when carrying out their day-to-day work; in shaping policy, in delivering services and in relation to their own employees.

It requires that public bodies have due regard to the need to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations among different people when carrying out their activities
- tackle prejudice and promote understanding between groups when making policies

Our Academy has a duty to its pupils, staff and visitors to apply the guidance of the Equality Act 2010 to all of our work. (Please read this statement in conjunction with the Department for Education document *'The Equality Act 2010 and schools – Departmental advice for school leaders, school staff, governing bodies and local authorities'*).

All staff and Governors are reminded of their duties in complying with this important Act and are expected to carry out their work in a manner which is compliant with it.

The Equality Act 2010 makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions,
- in the way it provides education for pupils,
- in the way it provides pupils access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Similarly, it is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of any protected characteristic.

Our Equality Objectives

As part of the PSED the school is required to set Equality Objectives. These are:

1. to provide equal access for all children to the full range of educational opportunities provided by the school.
2. to challenge stereotyping and prejudice whenever it occurs.
3. to celebrate the cultural diversity of our community and show respect for all groups.

Supporting Policies

The PSED curriculum is supported by the following school policies:

- Equal Opportunities Policy
- Special Educational Needs Policy
- Health and Relationships Education Policy
- Safeguarding Policy

Review

This Policy Statement must be reviewed every three years. There is no longer any requirement to have an Equality Action Plan. The 'responsible body' in our Academy is the Governing Body.

Please note:

1.6 'The Act deals with the way in which schools treat their pupils and prospective pupils: the relationship between one pupil and another is not within its scope. It does not therefore bear directly on such issues as racist or homophobic bullying by pupils. However, if a school treats bullying which relates to a protected ground less seriously than other forms of bullying – for example dismissing complaints of homophobic bullying or failing to protect a transgender pupil against bullying by classmates – then it may be guilty of unlawful discrimination'.

1.24 The law on disability discrimination is different from the rest of the Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities. The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with Special Educational Needs.