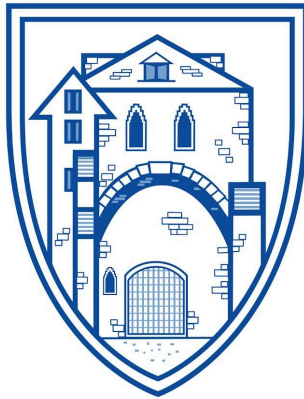


The Priory Primary School

Inspiring a Love of Learning



Public Sector Equality Duty

What is the Public Sector Equality Duty (the PSED)?
The Public Sector Equality Duty requires public bodies to promote equality. The relevant 9 protected characteristics are-

- age
- gender
- disability,
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having 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 – between people who share a protected characteristic and people who do not share it

At our school, equality is a key principle for treating all people the same.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. THE EQUALITY ACT 2010

5.1 The general equality duty is contained in S149 of the Act and requires schools to have “due regard” to the need to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not, and foster good relations between people who share a protected characteristic and those who do not.

5.2 Guidance is attached at Appendix A which provides a brief overview of the provisions of the Act, information about the Protected Characteristics and information about the different types of discrimination and other forms of unlawful behaviour. It is provided as part of our commitment to eliminating all forms of conduct and behaviour deemed unlawful by the Act.

5.3 Information about how this school complies with its general duty and how we incorporate all three strands of the general duty into school life on a daily basis is detailed in Appendix B.

5.4 We will assess equality implications in relation to all new school policies, procedures and projects as part of our on-going duty to have due regard to our general duty. This will help to ensure the school is not unlawfully discriminating against certain individuals or

groups with protected characteristics in line with our commitment to equality, diversity and inclusion and in line with the Key Principles in section 3.3 of this policy.

5.5 The Governing Body, the Headteacher and SLT (as appropriate) will keep written records of all relevant decisions and actions where equality issues have arisen. This will help us to show that equality implications have been considered and that the school's equality duties have been actively considered before, and at the time decisions have been made.

4. Equality objectives

Objective 1: *To fully integrate the Equality Impact Assessment for all relevant school activities that we are planning in 2023 and beyond.*

Why we have chosen this objective: To fully comply with the updated Equality Policy

To achieve this objective we plan to: Carry out an equality training session with staff and school governors.

Objective 2: *Through line management to have in place a reasonable adjustment agreement for all staff with serious health conditions / disabilities, to meet their needs better and ensure that any disadvantages or health conditions they experience are addressed.*

Why we have chosen this objective: To ensure all colleagues can achieve their job descriptions regardless of disability / health.

To achieve this objective we plan to: Modify line management meetings to review the effectiveness of the adjustments agreed.

Objective 3: *Train all members of staff and governors involved in teaching / learning, and recruitment / selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: To ensure that no students or staff are being discriminated against as part of the school's provision or through student or staff recruitment.

To achieve this objective we plan to: Train staff on equal opportunities and non-discrimination

Progress we are making towards this objective: Make the equality act available to all members of staff. Organising training for staff and governors.