

Public Sector Equality Duty Policy



November 2022

Review: November 2023

1. Public Sector Equality Duty Aims

New Hall Primary 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

2. What is the Public Sector Equality Duty (the PSED)?

The Public Sector Equality Duty requires public bodies to promote equality.

The relevant protected characteristics are:

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

3. 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](#).

4. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The Deputy Head will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in Section 8.

5. Public Sector Equality Duty Eliminating discrimination

New Hall is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings and training sessions. Where this is discussed it is recorded in the minutes.

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Monitor attainment data each academic year showing how pupils with different characteristics are performing
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. enabling Muslim pupils to pray at prescribed times).
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

In fulfilling this aspect of the duty, the school will:

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

7. How does New Hall Primary comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's long-established commitment to actively promoting equality of opportunity for all.

The main policies that deal with equality of opportunity are:

- Accessibility plan
- SEND and Inclusion policy
- Behaviour policy
- Well Being policy
- Pupil Premium Policy

8. Fostering good relations

New Hall Primary aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

9. Equality considerations in decision-making

New Hall Primary ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

10. Objectives

New Hall Primary aims to:

- Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum

11. Monitoring arrangements

The governing board will update the equality information we publish where necessary, at least every year. This document will be reviewed by the governing board at least every 4 years.

This document will be approved by the governing board.

12. Good Practice at New Hall Primary

New Hall prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty.

Some of these are:

- Using our P4C (Philosophy for Children) values of caring individuals, collaborative learners, creative minds and critical thinkers throughout our curriculum and whole school life.
- Promoting and learning about different religions and cultures through our curriculum, including assemblies, workshops, workshops and educational visits.
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, PSHE and other subjects. In English, a variety of texts from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum and feature in each classes focus.
- Fundraising for various charities.
- Active promotion of our behavior policy and the use of our visual behavior policy.
- Support from Our Place Mentoring Scheme
- Up to date effective training for whole school staff regarding these issues.
- Pupil participation in school activities such as the school council and head and deputy boys and girls ensuring that is formed of pupils from a range of backgrounds.

13. Equality objectives – Set November 2022

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives.

Our published information must be updated annually and objectives published at least once every four years.

Objective 1: To narrow the gap between the progress and attainment made by all children and that made by pupil premium children.

Objective 2: To train new members of staff and governors on equal opportunities and non-discrimination and continue to keep existing staff up to date. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Objective 3: To ensure that future reviews of all school policies include information about and links to PSED

Objective 4: Adopting a whole-school approach on how to deal with and record issues in school. CPOMs to be used by all staff to log concerns and data to be tracked, analysed and acted upon by SLT.