

Parsonage Farm Primary School

Equality Act – Public Sector Equality Duty

Mission Statement

‘Where children are valued and success is recognised’

Public Sector Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), also referred to as the “general duty” that applies to public bodies, including maintained schools and academies, and which extends to all protected characteristics – ethnicity, disability, gender (including pregnancy and maternity, age, religion or belief, sexual orientation, marriage and civil partnership, sexual identity and transgender).

This PSED came into effect in April 2011 and all public bodies are required to have due regard to the need to:-

1. **Eliminate discrimination** and other conduct that is prohibited by the Act
2. **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
3. **Foster good relations across all characteristics** – between people who share a protected characteristic and people who do not share it

The Equality Act also places two specific duties on public bodies

The two specific duties require schools to:

- Publish information to demonstrate how they are complying with the Public Sector Equality Duty.
- Prepare and publish equality objectives.

Compliance with the Public Sector Equality Duty

Parsonage Farm Primary School complies in the following ways:

Data

1. The school has data on its composition broken down by year group, ethnicity and gender.
2. The school has data on its composition broken down by types of impairment and special educational.
3. The school has data on inequalities of outcome and participation connected with ethnicity, gender and disability.
4. The school uses data on inequalities of outcome and participation when setting itself objectives for achievable and measurable improvements in the school improvement plan.

Documentation and record keeping

5. There are statements of the school's responsibilities under the Equality Act in various school documents, for example the prospectus and school improvement plan.
6. There are references to the school's responsibilities under the Equality Act in the minutes of governors' meetings.

Responsibilities

7. The Leadership Team have responsibility for equalities matters.

Staffing

8. There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.

Behaviour and Safety

- 9 There are clear procedures for dealing with prejudice-related bullying and incidents.
- 10 Bi-Annual survey show that the vast majority of pupils feel safe from all kinds of bullying.

Curriculum

- 11 Focused attention is paid to the needs of specific groups of pupils. There is extra or special provision for certain groups as appropriate, this changes annually.
- 12 There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development

Consultation and involvement

- 13 The school involves parents and carers, and engages with local groups and organisations. The school has regard in these for the concerns of the Equality Act.
- 14 The school has procedures for finding out how pupils think and feel about the school, and takes regard of these in relation to the Equality Act.

Parsonage Farm Primary School's Equality Objectives can be found on the school website:
www.pfps.havering.sch.uk