

Public Sector Equality Duty Statement 2017-2018

Roseacre Primary Academy



Ethos Statement

This statement reflects our Academy's ethos, which promotes, recognises, celebrates and welcomes diversity, tolerance, respect and honesty. The policy ensures fairness and equality, regardless of age, disability, religion, gender, sexual orientation, ethnicity, attainment or background. The policy abides by the Equality Act 2010, promotes fundamental British values and community cohesion.

The Public Sector Equality Duty

Since April 2011, schools have been bound by a part of the Equality Act 2010 called the Public Sector Equality Duty (hereinafter referred to as the PSED or the 'Equality Duty').

The Equality Duty replaces the previous three sets of duties on schools to promote disability, gender and race equality through having equality policies and action plans for these groups. Whilst there is now no requirement for schools to have these equality policies, schemes and/or action plans the Governing Body will ensure that there will be no discrimination, harassment or victimisation of a pupil or potential pupil because of their race, sex, disability, sexual orientation religion or belief, in accordance with the 'protected characteristics' in the Equality Act.

These 'protected characteristics' are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Note: The protected characteristics of age and marriage and civil partnership apply to schools as employers, but not in relation to their provision for pupils.

The new Equality Duty has two parts: the 'general' duty and 'specific' duties.

This statement should be read in conjunction with the Equality Policy and will be reviewed annually.

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The General Duty

The general duty is the overarching legal requirement for schools and means they must consider how their policies, practices and day-to-day activities impact pupils and staff. Schools are required to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity;
- Foster good relations.

The Specific Duties

The two specific duties for schools and academies aim to assist them in meeting the general duty. These are:

- To publish information to show how they are complying with the Equality Duty. This must be updated at least annually
- To prepare and publish one or more specific and measurable equality objectives at least every four years.

The Headteacher's Summer Term Report will publish information on:

- The diversity of the school population.
- How we are performing in relation to the three aims of the Equality Duty.

How will we achieve Equality?

The Academy makes 'reasonable adjustments' to ensure equality and that no pupil is placed at a substantial disadvantage. To make these reasonable adjustments we:

- Plan ahead;
- Identify potential barriers;
- Work collaboratively;
- Identify practical solutions through a problem-solving approach;
- Ensure staff have the necessary skills;
- Monitor the effects of the adjustments and this policy;
- Consider the effect of any proposed change upon all members of the school community and the available resources.

This policy will be kept electronically on the 'Shared Drive'. A paper master copy will be held by the Headteacher and published on the Academy website for parents and carers.

This policy will be reviewed in the autumn term of 2018

Date adopted: October 2017

This statement should be read in conjunction with the Equality Policy and will be reviewed annually.