PSED Statement

(Public Sector Equality Duty)

Policy reviewed by	Full Governing Body
Meeting	Spring
Review frequency	Every 4 years
Approved	April 2025
Next review	April 2029

EQUALITIES STATEMENT

Public Sector Equality Duty (PSED):

The PSED places a general duty on schools to have, in the exercise of their functions, due regard to the need to eliminate unlawful discrimination, harassment and victimisation (and any other conduct prohibited under the Equality Act), to advance equality of opportunity and foster good relations between those who share a relevant protected characteristic and those who do not.

The duty applies to all protected characteristics and means that whenever significant decisions are being made or policies developed, specific consideration must be given to the equality implications of these such as, for example, the need to eliminate unlawful behaviours that relate to them, such as sexual violence and sexual harassment, misogyny/misandry and racism.

The PSED helps schools subject to it to focus on key issues of concern and how to improve student outcomes. Some students may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobia or transphobic bullying or racial discrimination.

What is the Public Sector Equality Duty (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

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.

Roles and responsibilities:

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students 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 students.
- Monitor success in achieving the objectives and report back to governors.
- Identify 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.

Eliminating discrimination:

The school 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.

Advancing equality of opportunity:

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

- Share data each academic year showing how pupils with different characteristics are performing.
- Encouraging students who have a particular characteristic to participate fully in any activities.

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

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic language being used).

How does Selly Oak Trust School comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's commitment to actively promoting equality of opportunity for all. The main policies that allude to equality of opportunity are:

- Accessibility plan
- Admissions Policy
- Attendance Policy
- Behaviour, Suspensions, Permanent Exclusion and Bullying Policy
- Equal Opportunities Policy
- Educational Visits Policy
- Safer Recruitment Policy

Equality objectives (2025-2029):

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: We will provide avenues for all of our students, regardless of their protected characteristic, to have an active student voice and be listened to. Through anti-bullying programmes, mentoring and engagement support, our aim is for students to feel safe and happy.

Objective 2: Students will be treated with equal value and respect. All of our students will have equal access to a wide and enriched curriculum, programme or activity, this will enable them to experience opportunities in the world outside the classroom.

Objective 3: We will remove barriers to learning and provide students with equal access to all spoken, written and practical areas of curriculum through differentiated materials, the deployment of specialist equipment and the use of mobile and assisted technology.