



Public Sector Equality Duty September 2022

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

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

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 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 Senior Leadership Team 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 7.

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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

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 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. pupils with disabilities)
- 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 data to determine strengths and areas for improvement. Implement actions in response.
- Make evidence available identifying improvements for specific groups

How does Valley Gardens 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:

- British Values
- Accessibility plan
- Equality policy
- SEND policy
- Behaviour and anti-bullying policy
- Religious Education Policy
- Curriculum 2019 intent

Valley Gardens 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;

- Promoting the rights of each individual through our ethos, behaviour policy and curriculum content.
- Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and workshops
- Promoting tolerance, mutual respect and understanding through our thought and action for the week. Working with the community by inviting in guest speakers to speak in assemblies and deliver class workshops.
- Promoting tolerance and mutual respect through black history month projects and celebration
- Taking steps to meet the needs of individuals
- 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 text 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.
- Ramp and access to the school premise and building eg toilets.
- Leading on assemblies to explore and deal with relevant issues;
- Fundraising for many charities



- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Supporting all staff and children to reach their potential
- Interventions to maximise the progress of all groups of children
- Encouraging children who have a particular character to participate fully in all activities – for example; after school clubs, sport lunchtimes, choir
- Curriculum trips that meet the needs of all children
- Active promotion of the Valley Gardens Behaviour policy
- Active promotion of the Valley Gardens Anti-bullying policy
- Restorative justice – supporting any tensions between different groups of pupils within the school
- In House counselling service

Equality objectives (2018-2022)

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

Have in place a reasonable adjustment agreement for all staff with disabilities by July 2023, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: We want all staff to be comfortable in the workplace and to feel supported with any challenges that they face.

To achieve this objective we plan to: through performance management meetings, check with all staff that they are able to carry out their role without any barriers preventing them from doing so. Create an ethos where staff feel they have a conduit to discuss any potential barriers to their success in the workplace.

Objective 2

Train all members of staff and governors involved in recruitment and 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: So that all people involved in recruitment are aware of our commitment to equality and diversity.

To achieve this objective we plan to: Source Equality and Diversity training for SLT members and governors who are likely to be involved in recruitment so that there is always at least one member of a recruitment panel who has had this training.