

## **Public Sector Equality Duty**

The Equality Act 2010 introduced a single public Sector Equality Duty (PSED) to all maintained schools and academies. This duty replaces all previous equality duties on race, disability and gender.

What the duty says:

The duty came into effect in April 2011 and has three main aims stated below. In carrying out their functions, public bodies are required to have 'due regard' to the need to:

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

Public bodies must publish information to show that they have conscientiously thought about the three aims of the Equality duty. This information must include information relating to people who share a relevant protected characteristic who are people affected by its policies and practices (service users)

Protected characteristics are:

- Race
- Disability
- Gender
- Age
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
- Marriage and Civil Partnership

Christ Church CE Primary aims to fully meet these duties by undertaking the following which will be regularly reviewed and updated:

1. To eliminate unlawful harassment, discrimination and victimisation.
  - Copies of school policies; Bullying, SEN, Disability Equality Scheme, Admissions are published on the web site and reviewed regularly by the Governing body and staff.
  - Information about the inclusive practices and actions are reported to Governors each term.

2. Advance equality of opportunity between people who share a protected characteristic and those who do not share it.
  - Our EAL input boosts the language skills of bi-lingual pupils
  - All pupils are fully included in all aspects of the curriculum and reasonable adjustments made when needed
  - Examples of the culture of inclusion are reported to the governing body each term.
  
3. Foster good relations across all characteristics and between people who share a protected characteristic and those who do not share it:
  - Our PSHCE curriculum helps promote tolerance and understanding throughout the school.
  - Whole school, key stage and class assemblies regularly deal with relevant issues.
  - The School Council regularly investigates pupil issues.
  - The school deals quickly with any issues between different groups of pupils and parents as they arise.