



KNOWLEDGEABLE – SAFE – HEALTHY – EQUAL

Equality Act 2010 – Public Sector Equality Duty and Equality Objectives

The Equality Act 2010 includes a Public Sector Equality Duty (PSED) that applies to all public bodies, including schools like ours. The PSED covers eight protected characteristics which are

- ✓ race
- ✓ disability
- ✓ sex
- ✓ age
- ✓ religion or belief
- ✓ sexual orientation
- ✓ pregnancy and maternity and
- ✓ gender reassignment.

Our PSED means we are required to have due regard to the need to:

- ✓ **Eliminate discrimination** and other conduct that is prohibited by the Equality Act,
- ✓ **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.

Here are some examples of how we meet our PSED at King Offa Primary Academy:

Eliminate discrimination and other conduct prohibited by the Equality Act

- ✓ One of our four school values is “Equal”. We wish for our school community to accept and embrace the unique qualities and individual difference that make each of us who we are and to celebrate the diversity within our school. We aim to instil a sense of respect and tolerance for other beliefs, backgrounds and views while always being true to ourselves. Our class names at King Offa are named after 15 inspirational and historical figures who have significantly changed the world in which we live. Some of these are inventors and pioneers others are campaigners who stood up for what they believe in.
- ✓ Our Employment Manual contains policies designed to eliminate discrimination such as our equal opportunities policy which states that every possible step will be taken to ensure that staff are treated fairly.
- ✓ Our Dignity at Work Policy prohibits harassment and bullying of staff, including as a result of a protected characteristic.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it,

- ✓ Our pupils with English as an Additional Language (EAL) at the end of Key Stage 2 perform at least as well, and often better than our pupils with English as their first language (SATs results 2019)
- ✓ Our PSHE curriculum teaches pupils the importance of equalities and diversity meeting the required objectives from the National Curriculum.
- ✓ The school has supported a pupil who was gender transitioning to continue to succeed at school

Foster good relations across all characteristics between people who share a protected characteristic and people who do not share it.

- ✓ Our curriculum includes learning about different religions and cultures. We follow the locally agreed, East Sussex syllabus for the teaching of RE.

Our equality objectives 2021-2024

- ✓ We know that girls in our school often perform better than boys at the end of Key Stage 2 (SATs results 2019). We want to ensure that girls and boys perform equally as well. We will do this by monitoring the progress of girls and boys whilst they are at our school, ensuring teaching is of the highest standard and tailoring our curriculum to appeal to girls and boys.
- ✓ We want to improve the provision we make for our pupils with special educational needs and disabilities. This includes making sure that their needs are identified that they are able to access a full curriculum and they meet or exceed the targets set for them (School Development Plan 2021)
- ✓ We want to raise awareness of equalities amongst our staff and all staff are receiving equalities training in 2021.