



## Equality Statement 2021 - 2022

### **EQUALITY – Everyone is treated equally and fairly at our school**

The School and Nursery complies with the recommendations of the Equality Act 2010 and the latest DfE Equality Act Guidance also the Public Sector Equality Duty (PSED) compliance.

There are two specific duties; these are that schools should:

- publish information which shows compliance with the Public Sector Equality Duty (PSED) and
- publish at least one equality objective.

#### **The Public Sector Equality Duty (PSED)**

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to schools and which extends to all protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, marriage and civil partnership. It has three main elements. In carrying out their functions, schools are required to **have due regard to the need to:**

- Eliminate discrimination, harassment and victimization;
- 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.

**Senior Leaders and Governors in our school are aware of the duty to have “due regard” when making a decision or taking an action and assess whether it may have implications for people with particular protected characteristics.**

We consider equality implications before and at the time that we develop policy and take decisions, and we keep them under review on a continuing basis.

We review our practice with stakeholders on a regular basis.