



Claremont Primary School

A hub of educational excellence and innovation,
supporting and valuing everyone

Public Sector Equality Duty (PSED) Statement

Responsible person	Candi Roberts, Headteacher
Responsible governor	Carla van der Zanden, SEND Governor
Responsible governor team	FGB
Date approved	Autumn 2020
Date of next review	Autumn 2024 (or before if updates)
Policy reference	

At Claremont we believe and recognise that the diversity of our community is one of our greatest strengths and assets. We are committed to ensuring that our pupils are treated fairly, and we have carefully considered and analysed the impact within this policy to promote equality of opportunity for all and we will use our position of influence as a school to work with all stakeholders to eliminate discriminatory barriers and ensure that our pupils have a sense of shared, common belonging and understanding

You will find information here about how the school ensures it meets its Specific Equalities Duties (these are things our school **must** do).

Listed public authorities in England are required to:

- at least annually, publish information to demonstrate compliance with the general duty; and
- at least every four years, prepare and publish one or more objectives that it thinks it needs to achieve to further any of the aims of the general equality duty.

(Equality and Human Rights Commission 2020

<https://www.equalityhumanrights.com/en/publication-download/assessment-publication-equality-objectives-english-public-authorities>)

The **Public Sector Equality Duty** requires our school to publish information about Equalities. The **Equality Act 2010** clearly states that the groups below must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics

Schools must take the following into account when publishing information; disability, sex (gender), race (ethnicity), pregnancy and maternity, religion and belief, sexual orientation and gender re-assignment. For schools, age is only a relevant characteristic in consideration of their duties only in their role as an employer, and not in relation to pupils.

General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

- Publish information about how we comply with the PSED.
- Produce 'Equality Objectives'- please refer to Accessibility Action Plan
- **How we comply with the PSED**
The school publishes an accessibility plan setting out how we make improvements in accessibility for those with disabilities. We no longer have to produce an 'equality scheme.' Instead, we intend to publish relevant information on our school website and information may include:
 - Copies of policies, for example the Positive Behaviour policy or Anti-bullying policy, or the recruitment or pay policies, where the importance of avoiding discrimination and other prohibited conduct is noted.
 - A note of meetings of staff or of governors, where they are reminded of their responsibilities under the Equality Act 2010.
 - Evidence of staff training on the Equality Act 2010.
 - A note of how the school monitors equality issues.

We may also publish evidence relating to:

- Aspects of the curriculum that promote tolerance and friendship, or which share understanding of a range of religions or cultures.
- Assemblies dealing with relevant issues.
- Involvement with the local communities.
- Paired arrangements with other schools which enable pupils to meet and exchange experiences with children from different backgrounds.

Further information can be found at <https://www.equalityhumanrights.com/en/advice-and-guidance>