

 All Saints National Academy

**PUBLIC SECTOR**

**EQUALITY DUTY**

**AIMS AND OBJECTIVES**

**Public Sector Equality Duty**

***At All Saints National Academy we endeavour to help everyone achieve their potential. By listening to each other, thinking about what we do, checking our outcomes and always striving to improve we will ensure that everyone can be safe, happy and successful.***

**AIMS**

At All Saints National Academy we aim to meet the obligations under the public sector equality duty by having due regard for 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 those who do not share it
* Promote and foster positive relations across all characteristics – between those who share a protected characteristic and those who do not share it

**OBJECTIVES**

**What is the PSED (Public Sector Equality Duty)?**

The 2010 Equality Act introduced a single, general duty for public bodies including schools, This new duty extends to all the aspects of a person’s identity – known as ‘protected characteristics. These are race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

As an academy we will execute our equality of duty by having “due regard” to the need to:

* Remove or minimise disadvantages
* Take effective steps to meet different needs
* Encourage participation when it is disproportionately low

**LEGISLATION AND GUIDANCE**

This document meets the requirements under the following legislation:

* [The Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents), which introduced the public sector equality duty and protects people from discrimination
* [The Equality Act 2010 (Specific Duties) Regulations 2011](http://www.legislation.gov.uk/uksi/2011/2260/contents/made), 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.](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

**OUR ACADEMY ROLES AND RESPONSIBILITIES**

Our SLT will:

* Promote knowledge and understanding of the equality objectives amongst staff and pupils
* Monitor success in achieving the objectives and report to the Local Academy Committee
* Ensure there is an annual focus on one of the nine protected characteristics

Our Local Academy Committee will:

* Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the academy, including to staff, pupils and parents
* Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

**COVID-19 IMPACT ON THE EQUALITY DUTY**

COVID 19 has been recognised as having an Equality impact due to the variety of restrictions imposed upon society. Following our academy equality impact assessment, the equality objectives have been selected, we have added specific COVID 19 objectives additional to those already selected. These can be seen in appendix A.

**OUR ACADEMY APPROACH TO THE EQUALITY DUTY**

* Our academy is proud to promote our academy values built on Christian Values and support and care for every individual child. We promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty.
* Our academy curriculum will ensure that the 9 Protected Characteristics are interwoven into it
* Our academy will promote diversity and the benefits this has
* Our academy will deliver an inclusive curriculum that supports all that learn with us
* Our academy will promote tolerance, individual liberty, friendship and

understanding by actively promoting British Values through worship, workshops and focussed themed celebrations/studies.

* Our academy will encourage children who have a particular character to participate fully in all activities
* Our academy will monitor and evaluate 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. Interventions will be implemented for those who require additional support.
* Our academy will promote and encourage compassion, dignity and respect and open-mindedness

We will not tolerate any form of prejudice within the academy. Whether direct or indirect, we treat discrimination against all members of our academy with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

**EQUALITY AND DIGNITY IN THE WORKPLACE**

We do not discriminate against staff with regards to the protected characteristics.

Equality of opportunity and non-discrimination extends to the treatment of all members of our academy community. All staff members are obliged to act in accordance will the school’s various policies relating to equality.

Our academy has a range of policies which share our commitment to actively promoting equality of opportunity for all.

The main policies that deal with equality of opportunity are:

* Equality and Diversity Policy
* Positive Behaviour Policy
* British Values
* Pupil Mental Health and Well-Being Policy
* SEND policy
* Religious Education Policy
* Relationships and Sex Education Policy

**Last Reviewed March 2022**