



# MERRYLANDS

PRIMARY SCHOOL AND NURSERY

## Public Sector Equality Duty

### Aims

Our school aims to meet its 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 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

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

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

### Legislation and guidance

This document meets the requirements under the following legislation:

- *The Equality Act 2010*, which introduced the public sector equality duty and protects people from discrimination
- *The Equality Act 2010 (Specific Duties) Regulations 2011*, 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*.

### Roles and responsibilities

The governing board will:

- ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The SLT will:

- promote knowledge and understanding of the equality objectives amongst staff and pupils
- monitor success in achieving the objectives and report back to governors
- ensure there is an annual focus on one of the nine protected characteristics

### How does Merrylands Primary and Nursery comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- British Values
- SMSC Policy
- Accessibility Policy
- Equality and Diversity policy
- SEND Policy
- Behaviour and policy
- Religious Education Policy
- Relationships and Sex Education Policy

Merrylands Primary School and Nursery prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty. Alongside this, we intend to have an annual whole school focus on one of the nine protected characteristics that are outlined in the Equality and Diversity Policy. **As of January 2021 until January 2022, the whole school focus will be on religion and beliefs.**

### Equality objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives and our published information must be updated annually.

**Objective 1:** to raise awareness of the protected characteristics within school by having an annual whole-school focus. This year's focus is to operate a safe educational setting for all pupils during the COVID 19 pandemic considering the needs of all pupils, including those with disabilities and/or medical needs.

**Objective 2:** to close gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.

**Objective 3:** to continue to promote understanding and respect for diversity.

**Agreed January 2021**

**Next Review January 2022**