St. Joseph's

Catholic Primary School

Public Sector Equality Duty

2024-25

St. Joseph's Catholic Primary School
PUBLIC SECTOR EQUALITY DUTY

September 2024

AREAS CONSIDERED:

- The Equality Act 2010
- Protected Characteristics
- Admissions of Pupils
- Exclusions of Pupils
- Safeguarding and Bullying
- Glossary of Terms

PUBLIC SECTOR EQUALITY DUTY

St. Joseph's Catholic Primary School has an obligation under the Equality Act of 2010 as both an employer and a school which carries out a public function and service.

Compliance with the Public Sector Equality Duty by 31st December 2011 is a legal requirement and requires school to integrate and include consideration of Equality into day to day routines at St. Chad's.
As set out in the Equality Act 2010 schools in the exercise of their functions must have a due regard to:

1. Eliminate unlawful discrimination, harassment, 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 relationships between people who share a protected characteristic and those who do not

PROTECTED CHARACTERISTICS

The protected characteristics for the schools provisions are:

1. Disability
2. Gender reassignment
3. Pregnancy and maternity
4. Race
5. Religion or belief
6. Sex
7. Sexual orientation

Age and marriage and civil partnerships are NOT protected characteristics for schools

- This policy is written to harmonise our existing Gender Race and Disability Policies into one and to further include gender reassignment, sexual orientation, pregnancy and maternity and

religion or belief

OBJECTIVES

- To ensure that all pupils have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within school and the wider community
- To investigate any form of discrimination, harassment or victimisation by or to any pupil or member of staff at St. Chad's
- To ensure that no-one is unfairly or illegally discriminated against as a consequence of any of their protected characteristics
- To ensure that all pupils and members of staff are fully involved in this policy and provision made by the school and that management accepts full responsibility for regular review and transparency
- To identify training requirements in this very important area and allocate school budget funding

STRATEGIES

- All Teaching and non-teaching staff will receive training on identification of discrimination, harassment and victimisation as part of the schools continuing professional development.
- Members of School Council will be asked for their views on implementing this duty and may assist in information gathering
- All diversity will be viewed positively and become a resource for teaching learning and the curriculum at St. Joseph's Catholic Primary School
- The positive achievements of all pupils will be celebrated and recognised

OUTCOMES

- All staff and pupils should feel safe from victimisation, harassment and discrimination and feel treated with equal status
- The involvement of Parents and Governors to enhance equality wherever possible
- The involvement of all children in promoting diversity and equality
- Reasonable adjustments should be made to accommodate difference and promote equality by all members of staff
- The Equality Impact Assessment results (although not a statutory requirement) are acted upon as quickly as possible
- Admissions, Safeguarding, Special Educational Needs & Disability, Teaching and Learning and Anti- Bullying Policies are kept under regular review with regard to promoting Equality and remaining within the Public Sector Equality Duty.