



PUBLIC SECTOR EQUALITY DUTY

This policy should be read in conjunction with the Trust's Equal Opportunities Policy and applies to both Hatherley Infant and St James' C of E Junior schools

We want to ensure your needs are met. If you would like this document in any other format, please contact us:
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Reviewed by:	Simon Millington
Agreed by FGB:	9 th July 2024
Review Cycle:	Every 3 years
Next Review:	July 2027

Public Sector Equality Duty (PSED)

The Public Sector Equality Duty came into force in England, Scotland and Wales on 5th April 2011. This duty replaced the previous Race, Disability and Gender Equality Duties.

Hatherley Infant and St James' C of E Junior schools fully support the three aims of the General Duty, which are:

- 1) **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2) **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- 3) **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In law, the 8 protected characteristics/groups are: Age (as an employer-but not applicable to pupils); disability; sex; gender reassignment; race; pregnancy and maternity; religion or belief; sexual orientation.

In upholding the Equality Duty we will:

- 1) Publish equality information where appropriate, to provide as clear a picture as possible of how we have due regard for the need to eliminate discrimination and harassment, advance equality and foster good relations.
- 2) Ensure that all policy documentation provides evidence of equality within policies and practice.
- 3) Prepare and publish equality objectives at least every 4 years after considering the 8 protected characteristics.

Equality Objectives:

Our equality objectives for 2024-28 are:

Equality Objectives 2024-28				
Date Set	Aspect	Objective	Measure	Date Achieved
July 2024	EAL	Ensure additional support and opportunities are offered to EAL pupils and families in order to promote reading and develop comprehension	Increased percentage of EAL pupils achieving Age Related Expectations at the end of KS2	
July 2024	Diversity	Increase parental engagement of all groups in school- based activities and ensure inclusion of all groups in wider school activities.	Parent voice & support is clear & evident across the schools Evidence of participation in wider school activities.	
July 2024	SEND	To close the attainment gap between children with SEND and other children	Pupil Performance data and SATS results	
July 2024	Pupil Premium	To close the attainment gap between PP children and other non- PP children	Pupil Performance data and SATS results	
July 2024	Gender	To close the attainment gap between boys and girls.	Pupil Performance data and SATS results	
July 2024	Religion	Develop range of free visits to different places of worship as part of the RE curriculum	Records of visits undertaken	