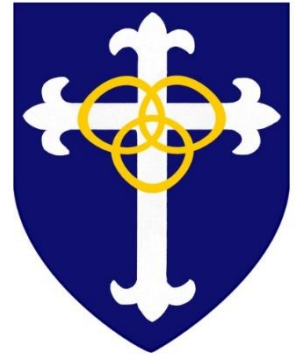


Public Sector Equality Duty

We come to a Roman Catholic School and so believe that Jesus was born, died and rose again for everyone. We aim to help, encourage and show God's way to our families and friends, making sure that our Catholic traditions and faith are kept alive. Each year at school, we learn a little bit more about our faith so that we can all grow to love God and each other more.



At St. Edmund's, we seek at all times to be a witness to Jesus Christ. We remember this when putting our policies into practice.

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.

There are three main elements within the act and in carrying out our functions, as a school, we must have 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

It should be noted that age is a relevant characteristic for schools when considering their duties as an employer but not in relation to pupils. The PSED replaces the previous three sets of separate duties to promote disability, race and gender equality. All schools must have 'due regard' to the three elements. Therefore whenever significant decisions are being made, or policies being developed or reviewed, the school will consider carefully the equalities implications.

How does St. Edmund's comply with the PSED?

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 dealing with equality of opportunity are:

Equality policy
Safeguarding policy
SEN/D policy
SEN/D local offer
Accessibility plan
British Values
Behaviour policy
Anti-bullying policy
Religious Education policy
SMSC policy
PSHE policy
Relationships & Sex Education Policy
Data Protection policy
Privacy notice

St. Edmund's 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 with the PSED. Some of these are:

- Provide a broad and balanced curriculum for all pupils
- Actively promote of British Values
- Actively promote of Gospel Values
- Actively promote the behaviour, anti-bullying & online safety policies
- Class charters
- We are working towards our Nurture award and have a nurturing approach in our policies, curriculum offer, procedures and practices
- We are a Rights Respecting School
- Pupil voice & pupil leaders – JLT, GIFT team, Digital leaders, Urban Crew, Prefects, Buddies, House Captains
- Early intervention from the safeguarding team & other agencies to provide Early Help to children & families with a protected characteristic
- 'Caritas in Action' is part of the R.E. curriculum to develop social teaching & learning
- Weekly prayer & worship which focus on our 'statements to live by'
- Assemblies to explore & raise awareness of inequalities –e.g. CAFOD
- Fundraising for various charities like CAFOD, and St. Joseph's Penny
- Curriculum R.E. includes the teaching of world religions & other faiths
- Pupil progress meetings – monitor and evaluate the attainment & 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.
- Individual Education Plans & EHCPs meet the needs of individual pupils
- SENCo meets with parents each term to provide relevant support for pupils & parents
- Strong links with school health and other medical professionals such as CAMHS and Community Paediatrics.
- Interventions to maximise progress for all pupils
- Nurture groups to support identified children during leisure times
- Prayer & worship led by our GIFT team
- Encouraging pupils to participate in after school clubs
- Assistant Educational Psychologist works alongside staff to support pupils with high SEN/D
- Behaviour consultant works with individual pupils & staff to support pupils' needs
- Outreach support from the Local Authority's Pupil Referral Unit to identify & support pupils with social, emotional and mental health
- Curriculum trips & enrichment activities are inclusive for all
- Supporting all children and staff to reach their potential

Equality Objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives. Our objectives are based on analysis of data and other information and are linked to our whole school priorities set out in our school self-evaluation and school improvement plan. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantage. We will review them annually and publish them every four years.

Objective 1: Ensure by the end of this academic year all governors & staff have received up to date equality training

Objective 2: Ensure that staff receive relevant training and support to help ensure pupils with SEN/D have full access to curriculum and enrichment activities

Objective 3: Ensure that our PSED curriculum in Early Years supports children for life in modern Britain

Why have we chosen these objectives?

- From school self-evaluation and review of policy, leaders identified the need for staff and governors to receive up to date equality training. The aim is to complete this process this academic year and then undertake annual refresher training and review in future years.
- From monitoring the quality of the curriculum, leaders have identified the need for staff to receive additional support and training to help them in turn support our children with SEN/D
- Research shows that children as early as 3-4 years have made up their minds about gender roles in society. This year, we will be participating in a research based initiative, 'think equal' which aims to challenge children's thinking as part of their personal, social and emotional development.

To achieve these objectives, we plan to:

- Training to be delivered by an external provider. Those staff unable to access 'live' training will be supported by SLT to access the materials at the earliest opportunity.
- Provide high quality CPD and support for all relevant teachers & TAs
- Update and improve our PSED curriculum & resources including texts for children in Early Years

Success Criteria

- 100% of staff report that they have a good understanding of equality, the school's objectives and agree to adhere to the put the policy into practice.
- 100% of staff report that they have better knowledge and understanding of how to provide inclusive education and enrichment for our pupils with SEN/D
- Improved education, behaviour and attitudes of our younger pupils towards others with protected characteristics

Reviewed: November 2022

Next review: November 2023