



# **Charlton Primary School**

## **Public Sector Equality Duty**

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## **Public Sector Equality Duty**

### **What is the Public Sector Equality Duty?**

The equality duty was created by the Equality Act 2010 and replaces the race, disability and sex equality duties. The duty came into force in April 2011 and covers age, disability, sex, marriage and civil partnerships, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. It applies in England, Scotland and in Wales. The general equality duty is set out in section 149 of the Equality Act. In summary, those subject to the general equality duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties.

1. Publish information to show compliance with the Equality Duty by April 6th 2012
2. Publish Equality objectives at least every 4 years which are specific and measurable by April 6th 2012

### **Scope**

This document is school specific (Charlton Primary School) and is supplementary to the VAT Equality policy. It applies to all employees, potential employees, supply staff, agency staff, volunteers, contracted staff and members of the governing body. This Policy should be read in conjunction with the General Equality Duty Statement for the trust/school.

This policy is implemented through other policies and procedures and should also be read in conjunction with them.

## **How does Charlton Primary School meet the public sector equality duty?**

This statement forms a commitment by the school (including the Local Governing Body) to promote diversity, inclusion and equality and eliminate discrimination, harassment and victimisation. In addition to this promotion we are also making a commitment to actively challenge all forms of prejudice or bias (conscious or not) which stand in the way of fulfilling our commitment to diversity, inclusion and equality.

All visitors to the school, including parents and carers are expected to support our commitment and comply with the guidance set out. This document, which sits under the broader Vale Academy Trust Equality Policy, describes how the school is meeting these statutory duties. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

### **Context**

Charlton Primary is an inclusive school where we focus on the well-being and progress of every child and where all members of our school community are valued. We seek to understand and value differences, and to ensure that different people are given equal opportunity to develop, progress and be rewarded and recognised. This applies to staff, pupils, parents and visitors.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Although this document and linked equality policy are the key documents for information about our approach to equalities in line with the Public Sector Equality Duty, we ensure that information about our responsibilities under the Equality Act are also included in our school development plans and school website. There are also references in the Anti-Bullying policy, Behaviour policy, Admissions, SEND and other policies. The Equality Act also applies through our role as employers, and the ways we comply with this are found in our safer recruitment policy.

We are aware of the need for reasonable adjustment for people with disabilities – designed to enhance access and participation to the level of other people and stop people with disabilities being placed at a disadvantage compared to other people.

### **Complying with the public sector equality duty –policy into practice**

The Headteacher and Local Governing Body (through the Chair of Governors) have specific responsibility for the effective implementation of this policy at school level. The CEO and the Vale Academy Board of Directors are responsible at corporate level.

## **Implementation**

We expect all employees to abide by the policy and school level guidance and help to create an inclusive environment.

In order to implement this policy/duty we shall:

- communicate the policy and guidance to all staff through staff briefings;
- ensure the policy and school specific guidance is used as a means of raising and discussing the issues covered in the policy on a periodic basis to ensure that all staff remain fully aware of their responsibilities in relation to equality and diversity;
- endeavour, through appropriate training and procedure, to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants.

## **Making a commitment**

Steps to achieve compliance with the Public Sector Equality Duty

## **Valuing Diversity**

Charlton Primary School is committed to building a workforce which reflects diversity from the communities it serves and values the contributions from all staff from a wide range of different backgrounds. The school does not tolerate discrimination and harassment and promotes an environment where all staff and pupils are encouraged to fulfil their full potential.

It is our policy to promote equality to all irrespective of:

- Age;
- Disability;
- Pregnancy and maternity;
- Sexual orientation;
- Race (including nationality; colour, ethnic or national origin);
- Sex
- Gender reassignment;
- Marital Status including civil partnership;
- Domestic circumstances;
- Carer responsibilities;
- Religion or belief;

## **Equality and Diversity**

Charlton Primary School is an equal opportunities employer and is opposed to all forms of unlawful and unfair discrimination. We are determined to ensure that:

- Everyone working in or coming into contact with Charlton is treated fairly and not discriminated against on any of the above grounds;
- Our employment practices comply fully with current equalities legislation and associated codes of conduct. Decisions on recruitment and selection, promotions, training and any other benefit is made objectively, without unlawful discrimination and based upon objective criteria;
- We will aim for our workforce, including volunteers, to reflect the diverse society which we serve and provide a working environment free from any form of discrimination, harassment, intimidation, bullying or victimisation.
- We will treat people differently where it is appropriate to ensure equality of opportunity and inclusion.

## **Recruitment & Selection**

- All recruitment will be carried out in accordance with the Vale Academy Trust Recruitment and Selection Policy which is aimed at ensuring that the most suitable candidate is appointed fairly to the job.
- All advertisements will state that Charlton values diversity and welcomes applications from people from diverse backgrounds. Selection will be based on objective and job related criteria and the successful candidate will be chosen on their merits and abilities.
- Applicants will be asked to complete a Diversity, Equality and Inclusion form as part of their application. This information will be separated from the application form and will be used for monitoring purposes only and will play no part in the selection process.
- Our recruitment and selection practices comply with all appropriate employment law legislation and will be amended to reflect any subsequent legislative changes.
- HR policies and procedures will be reviewed regularly to improve, amend or adapt current practices to promote equality of opportunities at the Charlton Primary School.

## **Staff Training and Development**

- All employees will have access to development opportunities, promotion and training at Charlton.
- All new employees will be provided with an induction pack/staff handbook which will include a reference to Vale Academy Trust Equality and Diversity Policy, as well as the Public Sector Equality Duty Statement and specific agreed guidance that is in place for Charlton Primary School.
- We expect all employees to abide by the policy and help to create an inclusive working environment.

In order to implement this policy and statement we shall:

- communicate the policy to all staff through staff briefings;
- ensure the policy is used as a means of raising and discussing the issues covered in this policy on a periodic basis to ensure that all staff remain fully aware of their responsibilities in relation to equality and diversity

## **Monitoring & Review**

- At trust and school level we will analyze the profile of its current workforce, job applicants and appointments to assist the effectiveness of the policy.
- Any breaches of the policy/guidance should be reported in the first instance to the Head of School, Executive Headteacher and CEO, who will carry out a full investigation or delegate this to another designated member of staff.

## **We will collect and use equality information to help us to:**

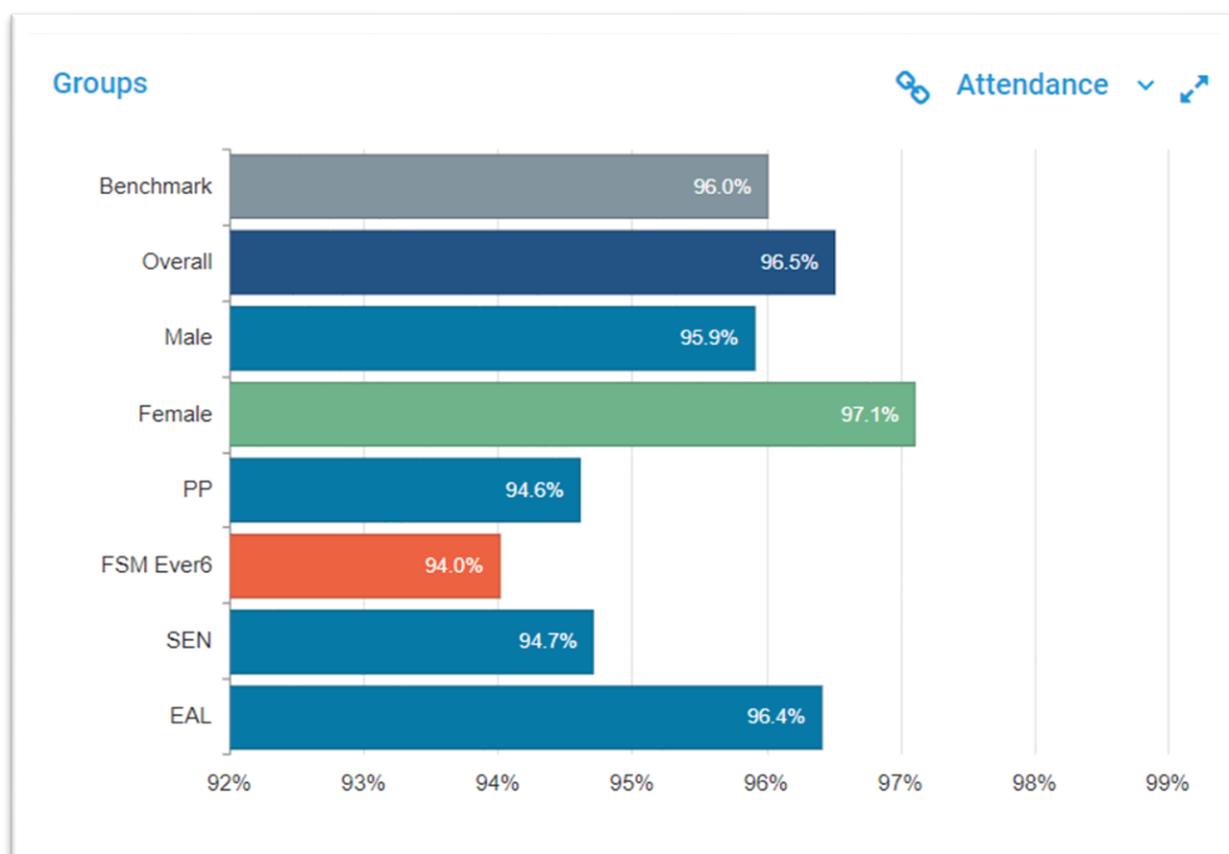
- Identify key issues - understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively;
- Assess whether we are potentially discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality issues are for our organisation.
- Assess performance
- Benchmark our performance and processes against those of similar organisations, nationally or locally.
- Take action
- Consider taking steps to meet the needs of staff who share relevant protected characteristics;
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations;
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality
- Develop equality objectives to meet the specific duties;

- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

### Equality objectives – 20/21

1. Ensure that parents/carers of all children are able to access school events and provision connected with learning e.g. EYFS profile sharing, KS1/2 Success Sharing, parents evening, remote learning.
  - 100% attendance at parent consultations
  - 100% access to remote learning resources
  - 100% SEN consultations
2. To improve the attendance of children eligible for free school meals and SEND so that it is broadly in line with the whole cohort.
  - *Overall attendance for FSM 95%+*
  - *Overall attendance for SEN 95%+*

### Attendance - Sept'19 to Match 20



3. To reduce the number of C&YP with SEN from being excluded (any form of exclusion):
  - a. Improving differentiation in lessons for SEN C&YP, so engaging SEN C&YP more in their learning.
  - b. Review the behaviour policy and in school guidance to determine other methods of managing behaviour that some C&YP can present which may result in exclusion.
  - c. Consult with parents of SEN C&YP.
  - d. Offer on-site alternative provision through a nurture base.

**End**