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**Public Sector Equality Duty (the PSED)**

**STATEMENT**

The Public Sector Equality Duty requires public bodies to promote equality.  The relevant protected characteristics are:

* age
* disability
* gender reassignment
* pregnancy and maternity
* race
* religion or belief
* sex
* sexual orientation

**Legislation and guidance**

This document meets the requirements under the following legislation:

* [The Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents), which introduced the public sector equality duty and protects people from discrimination
* [The Equality Act 2010 (Specific Duties) Regulations 2011](http://www.legislation.gov.uk/uksi/2011/2260/contents/made), 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.](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

In line with the PSED, we will work to:

¬ eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;

¬ advance equality of opportunity between people who share a protected characteristic and those who do not, and

¬ foster good relations between people who share a protected characteristic and those who do not.

The Governing Body, the Headteacher and SLT (as appropriate) will keep written records of all relevant decisions and actions where equality issues have arisen.

This will relate to students, families, staff and members of the community within which we operate.

This will help us to show that equality implications have been considered and that the school’s equality duties have been actively considered before, and at the time decisions have been made.

**The school’s current Equality Objectives are:**

1. To actively teach our students, and promote with them respect for the equality duty and promote it as a norm to be expected in modern Britain
2. To support our students, all of whom are classed as disabled and to reduce disadvantage and prejudice they are likely to face in some social circumstances
3. To support students with complex needs to reduce the use of prejudice-related derogatory incidents and use of derogatory language specifically aimed at race, gender and homophobic terms
4. To ensure all staff and governors are well informed of the Equality Duty Act and are able to deliver and challenge everyone’s right to equality.