



## **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
- marriage/civil partnership
- 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, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, 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.

## Equality Policy Statement with Equality Objectives

Abbot's Lea School is dedicated to upholding equality, diversity, and inclusion principles within our educational community. We affirm the value of each individual member of our community, regardless of age, race, ethnicity, gender, disability, religion, sexual orientation, or socio-economic background.

Our Equality Policy is designed to ensure equitable access to educational opportunities, resources, and support for all students, all of whom have a diagnosis of Autism, learning difficulties, and associated complex needs.

To fulfil our commitment to equality, we set the following objectives:

- **Promote Inclusive Education:** We continuously develop and implement inclusive teaching practices and curriculum adaptations to meet the diverse needs of our student population
- **Enhance Accessibility:** We regularly assess and improve the accessibility of our school facilities, resources, and information to ensure that all students, regardless of their abilities or disabilities, can fully participate in school activities and events
- **Empower Student Voice:** We actively involve students in seeking their input on matters related to equality, diversity, and inclusion. This includes creating opportunities for students to express their views, concerns, and suggestions for improving inclusivity within the school community
- **Provide Professional Development:** We provide ongoing training and professional development opportunities for staff to enhance their understanding of equality and diversity issues, as well as equip them with the skills and knowledge to effectively support students with diverse needs
- **Foster Positive Relationships:** We promote positive relationships and mutual respect among students, staff, parents, and the wider school community, celebrating diversity and challenging prejudice and discrimination wherever it occurs
- **Support and Challenge:** We support any person who is not yet aware of, or committed to, equality law, by offering advice, guidance, support and challenge. We work with other agencies to seek their support or alert authorities if we become aware of equality law being broken
- **Monitoring and Reporting:** We regularly monitor our community's compliance with the equality law, and report trends, actions we take and impact on changing knowledge, attitudes and social change at school level.

These equality objectives are aligned with the principles outlined in the Equality Act 2010 and other relevant legislation, and they serve as guiding principles for our school in our pursuit of an inclusive and equitable learning environment.