



## **PUBLIC SECTOR EQUALITY DUTY STATEMENT 2024**

***This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

# PUBLIC SECTOR EQUALITY DUTY STATEMENT

## 1. Aims

Uffculme School aims to meet its obligations under the public sector equality duty by having due regards to 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.

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance>
- The Equality Act 2010 (Specific Duties) Regulations 2011  
<https://www.legislation.gov.uk/ukSI/2011/2260/contents>

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools

[https://assets.publishing.service.gov.uk/media/5a7e3237ed915d74e33f0ac9/Equality\\_Act\\_Advice\\_Final.pdf](https://assets.publishing.service.gov.uk/media/5a7e3237ed915d74e33f0ac9/Equality_Act_Advice_Final.pdf)

## 3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students and parents, and that they are reviewed and updated at least once every four years;
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and students;
- Monitor success in achieving the objectives and report back to governors.

All school staff are expected to have regard to this document and to achieve the objectives as set out in section 8.

## 4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive annual refresher training.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have;
- Taking steps to meet the particular needs of people who have a particular characteristic;
- Encouraging people who have a particular characteristic to participate fully in all activities (e.g. encouraging students to be involved in the full range of activity on offer).

In fulfilling this aspect of the duty, the school will:

- Collect attainment data each academic year showing how students with different characteristics are performing;
- Analyse the above data to determine strengths and areas for improvement;
- Make evidence available identifying improvements for specific groups;
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students.

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues. Students will be encouraged to take part and lead in assemblies and we will also invite external speakers to contribute.
- Working with our local community. This includes organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

## **7. Engagement**

When deciding what to do to tackle equality issues, the school will consult and engage with both with people affected by the decisions – parents, students, staff, members of the local community – and with people who have specialist knowledge which can inform the school’s approach, such as disability equality groups and other relevant special interest organisations.

#### **8. Equality considerations in decision-making**

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays;
- Is accessible to all students;
- Has equivalent facilities regardless of gender.

#### **9. Equality objectives**

The school’s equality objectives are a key element of the three year School Development Plan.

#### **10. Monitoring arrangements**

The headteacher will update the equality information we publish, at least every year. This document will be approved by the headteacher.

#### **11. Links with the following policies:**

- Accessibility Plan
- Behaviour Policy
- Curriculum Policy
- Dignity at Work Policy
- Equal Opportunities and Diversity Policy
- Parental Behaviour Policy
- Safer Recruitment Policy
- Staff Code of Conduct

Reviewed June 2024