**Equalities Information and**

**Objectives**

**(Public Sector Equality Duty)**

**Statement for Publication**

**Introduction**

The Castle Garden School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. 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, extremism and underachievement of different groups. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

**Aims**

Our school aims to meet its obligations under the public sector equality duty by having due regard 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.

**Legislation and guidance**

This document meets the requirements under the following legislation:

• The Equality Act 2010, which introduced the public sector equality duty (PSED) 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:

The public sector equality duty (PSED) requires The Castle Garden School to:

• Publish information to demonstrate how the school is complying with the PSED

o This equality information must be updated at least every year

• Prepare and publish equality objectives

o These objectives must be updated at least once every 4 years

The PSED was introduced by the Equality Act 2010 and applies to all schools. This

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

**Purpose of the policy**

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” but are not part of the school provisions related to pupils.

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

This requires all public organisations, including schools 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

This policy describes how The Castle Garden School is meeting these statutory duties and is in line with national guidance. 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.

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide

training, guidance and information to enable them to do this (if necessary).

**Governing Board**

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, pupils and

parents

• Ensure that the published equality information is updated at least every year, and that

the objectives are reviewed and updated at least every 4 years

• Delegate responsibility for monitoring the achievement of the objectives on a daily basis

to the headteacher

**Headteacher and Leadership team**

The Headteacher is responsible for implementing the policy; for ensuring that all staff are

aware of their responsibilities and are given appropriate training and support; and for taking

appropriate action in any cases of unlawful discrimination. The Headteacher will promote

knowledge and understanding of the equality objectives amongst staff and will monitor

success in achieving the objectives and report back to the Governing Board.

Teaching and Support Staff

All school staff are expected to have regard to this document and to work to achieve the

equality objectives as set out below. Teaching and support staff will:

• promote an inclusive and collaborative ethos in their classroom

• challenge prejudice and discrimination

• deal fairly and professionally with any prejudice-related incidents that may occur

• plan and deliver curricula and lessons that reflect the school’s principles, for example, in

providing materials that give positive images in terms of race, gender and disability