

Selwyn Public Sector Equality Duty: what this means



**Leading
Learning Trust**



Introduction

Welcome to Equalities at Selwyn Primary School. You will find here information about how the school ensures it meets its Specific Equalities Duties, these are things our school **must** do.

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be addressed. People identified in the following groups are considered to have a protected characteristic and must be taken into account when publishing information. These groups are as follows:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment

There are also 2 other protected characteristics that schools do not have a direct duty to:

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

General Duties

The three aims of the Public Sector Equality Duty are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

A - Published information – Equalities Information and Analysis

- Information about our school community can be found in a document to download on the school website –

www.selwyn.leadinglearningtrust.org. The information is in a policy document entitled Equalities: Information and Analysis.

B - Equality objectives – Action Plan

Equality Objectives are actions we will take after careful analysis of school information and data.

All the information and analysis will be from the schools SDP, self-evaluation and pupil data. We intend to use the information to improve education for all groups in the school. We want to make sure we know which pupils are doing well and which require more input so we can plan improvements and interventions.

A lot of this information is already being used by the school to ensure we are addressing issues to provide the best quality education for all of our pupils. Some of the information may highlight areas we need to address.

Our Equalities Objectives and Action Plans are published on the website: www.selwyn.leadinglearningtrust.org. The information is in a policy document entitled Equalities: Objectives and Action Plan.

Presentation of information

This information is meant to be clear and simple. If you have any problem understanding the document, and/or can think of a way we can make the information more accessible please let us know. Please contact a member of the school leadership team, either directly or via the school office.