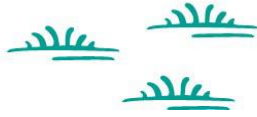


Gorringe Park Primary School



Believe, Achieve, Succeed.

Our vision is

Our School **inspires** our children **to achieve** in a safe, fun environment so that they can take their next steps in life **with confidence**.

Equality Info & Objectives Public Sector Equality Duty (PSED) Statement for Publication

Policy Review:

Date Agreed: December 2022

Next Review Date: December 2024

Signed by Chair of Governors:

Dated:

Introduction

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), also referred to as the “general duty” that applies to public bodies, including maintained school and academies, and which extends to all protected characteristics – ethnicity, disability, gender (including pregnancy and maternity, age, religion or belief, sexual orientation, marriage and civil partnership, sexual identity and transgender). This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

Gorringe Park Primary School Public Sector Equality Duty Statement

This document describes how the Governing Body of Gorringe Park Primary School intends to fulfill its responsibilities under the Public Sector Equality Duty with regard to its workforce. The Equality Objectives will be part of the School Development Plan and information will be published on the Policies page of the school website.

We will have due regard to the need to:

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

We will collect and use equality information to help us to:

Identifying key issues

- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
- Assess performance
- Benchmark our performance and processes against those of similar organisations, nationally or locally.

Action

- Consider taking steps to meet the needs of staff who share relevant protected characteristics.
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.

- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
- Develop equality objectives to meet the specific duties.
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce. In addition, it is likely to be useful to collect and consider information regarding:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- pay and remuneration
- Training
- Return to work of women on maternity leave
- Grievances (including about harassment)