



# HUNTINGTON PRIMARY ACADEMY

## STATEMENT WITH REGARD TO THE PUBLIC SECTOR EQUALITY DUTY

**Signature of Chair of Trustees**

*Paul Gething*

**Signature of Headteacher**

*Kim Bailey*

**Date Approved by Trustees**

Full Board 4<sup>th</sup> July 2019

**Review Date**

July 2020

**Review Period**

Annual  
(Headteacher has authority to amend and approve  
this document)

# STATEMENT WITH REGARD TO THE PUBLIC SECTOR EQUALITY DUTY

## The Public Sector Equality Duty - General Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and academies.

Huntington Primary Academy has an obligation under the Equality Act of 2010 as both an employer and a school which carries out a public function and service.

It is a legal requirement and requires schools to integrate and include consideration of equality into day to day routines at Huntington Primary Academy. This combined equality duty came into effect in April 2011.

At Huntington Primary Academy we welcome our duties under The Equality Act 2010 schools. In the exercise of their functions, schools must have **due regard to**:

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

Under schedule 18, section 149 does not apply, in relation to age, in the provision of education, benefits, facilities and services, to pupils in schools but age will be a relevant characteristic in considering their duties in their role as an employer.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

1. Disability
2. Gender reassignment
3. Pregnancy and maternity
4. Race
5. Religion or belief
6. Sex
7. Sexual orientation
8. Age

Huntington Primary Academy aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff.

## Specific Duties

The Government has also introduced new specific duties, which are intended to help public authorities to meet their obligations under the PSED.

The specific duties regulations require schools:

- A) To prepare and publish equality objectives
- B) To publish information to demonstrate how they are complying with the Public Sector Equality Duty.

## **A) HUNTINGTON PRIMARY ACADEMY - EQUALITY OBJECTIVES**

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.

To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.

To promote cultural development and understanding through a rich range of experiences both in and beyond the school

To continually consider how well the school ensures equality of opportunities for all its pupils

To tackle prejudice and promote understanding in relation to people with disabilities

To narrow the gap between the achievements of pupils entitled to pupil premium funding and those not.

## **B) Huntington Primary Academy will comply with the PSED by addressing the following strands:**

### **1. Eradicating Discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

### **2. Dealing with prejudice**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

### **3. Race and Religious Equality**

We endeavour to offer a culturally diverse curriculum through the delivery of the Local Authority agreed syllabus for RE alongside visits to places of worship and visitors from different faiths.

We make pupils aware of diversity and tolerance through assemblies and work in the classroom on British Values and PSHE.

The academy analyses data on ethnicity and carries out regular progress meetings to check that there are no differences in achievement for pupils with different ethnicities or with English as a second language. If there are then changes to curriculum, teaching or other provision are made as needed.

### **4. Gender Equality**

The academy analyses data on gender and carries out regular progress meetings to check that there are no gender differences in achievement. If there are gender differences, then changes are made to the curriculum to meet the needs of the pupils.

The academy takes action with homophobic incidents in line with racist or bullying incidents.

### **5. Disability Equality**

Huntington Primary Academy is committed to ensuring equal treatment of all its employees, pupils and any others who form part of our community, with any form of disability and will ensure that individuals with disabilities are not treated less favourably in any policies, procedures or practices.

We aim to include all pupil in all aspects of life in the academy through the following:

1. make reasonable adjustments so that all pupils and staff can have access to the whole curriculum
2. plan out of school activities so that pupils with disabilities can participate
3. set admissions policies that do not discriminate against pupils with disabilities
4. use teaching strategies or equipment that remove barriers to learning
5. plan or adapt the physical environment to cater for the needs of all pupils and members of the academy community
6. raise awareness of disability amongst pupils and staff
7. provide information in a form that is user friendly
8. eliminate harassment related to disability throughout the academy

### **6. Age Equality**

Huntington Primary Academy recognises that employees of all ages can make a valuable contribution to the life of the school . We will make sure that all employees, regardless of age, will have equal access to selection for recruitment, training, career progression and retention opportunities.

### **7. Employment**

Huntington Primary Academy will consider all applications favourably, regardless of race, religion, disability, gender or sexual orientation.

### **Monitoring, reviewing and accountability**

**Responsibilities:** The Headteacher has special responsibilities for equalities matters.

The Chair of Trustees has a watching brief for equalities matters.

Equality Objectives, compliance with PSED and the statement of equality duties are discussed at trustees meetings or committee meetings.

The academy's responsibilities under the Equality Act are referenced as appropriate in the minutes of trustees' meetings, staff meetings and senior leadership team meetings

The academy will carefully assess new policies or measures that may have an impact on equality. Whenever policies are reviewed, they will be scrutinised for their adherence to the Equality Act. This will also apply to academy improvement plans and self-evaluation papers, newsletters and communication with parents/carers - each new policy in school has an Initial Quality Impact Assessment for 'Equality'.

**Prejudice is not tolerated at Huntington Primary Academy and we are continuously working towards a more accepting and respectful environment.**

## Huntington Primary Academy ~ Initial Equality Impact Assessment

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

Policy Title	The aim(s) of this policy									Existing policy (✓)						New/Proposed Policy (✓)						Updated Policy (✓)				
Public Sector Equality Duty	PSED guidelines									Existing policy												Updated July 2019				
	Pupils			School Personnel			Parents/carers			Trustees			School Volunteers			School Visitors			Wider School Community							
	✓			✓			✓			✓			✓			✓			✓							
Question	Equality Groups																		Conclusion							
Does or could this policy have a negative impact on any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'yes' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓				✓
Does or could this policy help promote equality for any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓				✓
Does data collected from the equality groups have a positive impact on this policy?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓				✓
Conclusion	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.																									
Preliminary EIA completed by									Date			Preliminary EIA approved by									Date					



**HUNTINGTON PRIMARY ACADEMY**

**PUBLIC SECTOR EQUALITY DUTY**

**HISTORY OF CHANGES**

<b><u>Date of changes</u></b>	<b><u>Details of changes</u></b>
July 2018	Updated with dates, merged the appendices into the main body of the policy. Presented to FB 5 <sup>th</sup> July 2018.
June 2019	Updated with dates, main body to include 1. Eradicate discrimination and 2. Dealing with prejudice. Presented to DB 4 <sup>th</sup> July 2019.