

POLICY RE GUIDANCE IN THE PUBLIC SECTOR EQUALITY DUTY

BARLBY
HIGH
SCHOOL



Public Sector Equality Duty

Barby High School has an obligation under the Equality Act of 2010 as both an employer and a school which carries out a public function and service.

Compliance with the Public Sector Equality Duty by 31st December 2011 is a legal requirement and requires schools to integrate and include consideration of Equality into day to day routines at Barlby High School.

As Set out in The Equality Act 2010 schools in the exercise of their functions must have due regard to:

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

Protected Characteristics

The protected characteristics for the schools provisions are:

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

Marriage and civil partnership are NOT protected characteristics for schools/academies.

Objectives

- To ensure that all students have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the academy and the wider community

- To investigate any form of discrimination, harassment or victimisation by or to any student or member of staff at Barlby High School.
- To ensure that no-one is unfairly or illegally discriminated against as a consequence of any of their protected characteristics
- To ensure that all students and members of staff are fully involved in this policy and provision made by the academy and that management accepts full responsibility for regular review and transparency
- To identify training requirements in this very important area and allocate academy budget funding

List of Appendices

Appendix 1

Strategies

Appendix 2

Outcomes

Appendix 1 Strategies

- The Parents and Governors of Barlby High School will be fully involved and consulted about the provision outlined in this Public Sector Equality Duty
- Members of the Leadership Team will be trained to undertake Equality Impact Assessments at appropriate intervals to identify any areas of concern
- All Teaching and non teaching staff will attend training on identification of discrimination, harassment and victimisation as part of the academy's continuing professional development
- All diversity will be viewed positively and become a resource for teaching learning and the curriculum at Barlby High School
- The positive achievements of all students will be celebrated and recognised

Appendix 2 Outcomes

- All staff and students should feel safe from victimisation, harassment and discrimination and feel treated with equal status
- The involvement of Parents and Governors to enhance equality wherever possible
- The involvement of all children in promoting diversity and equality
- Reasonable Adjustments should be made to accommodate difference and promote equality by all members of staff
- The Equality Impact Assessment results (although not a statutory requirement) are acted upon as quickly as possible
- Admissions, Safeguarding, Special Educational Needs, Disability, Teaching and Learning, Bullying, and Exclusion Policies are kept under regular review with regard to promoting Equality and remaining within the Public Sector Equality Duty