**Public Sector Statement**

School are required to publish information to demonstrate how they are complying with the Public Sector Equality Duty (PSED) 2011.

The PSED was introduced by the Equality Act 2010 and applies to all schools, including maintained and independent schools (including academies), maintained nursery schools and maintained and non-maintained special schools.

The Public Sector Equality Duty 2011 has 3 main aims:

• 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.

This policy outlines the commitment of our school to ensure that equality of opportunity is available to all members of the school community. For our school this means, not simply treating everybody the same, but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, celebrating and valuing equal opportunity achievements and strengths of all members of the school community. These include:

• Pupils

• Teaching staff

• Support staff

• Parents/carers

• Governors

• Multi-agency staff linked to the school, SEN services staff, LA staff and school attendance service

• Visitors to school

• Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. We want to provide an environment which is free from unlawful discrimination, harassment or victimisation of any kind. We want to educate our pupils in an environment which recognised and celebrates diversity and offers equal respect, appropriate support and fair rewards for all our pupils.

At our school, equality is a key principle in treating people all the same. The Equality Act defines the eight “Protected Characteristic”:

1. Age

2. Disability

3. Gender reassignment

4. Pregnancy and maternity

5. Race

6. Religion and belief

7. Gender

8. Sexual orientation