



Slater Primary Public Sector Equalities Duty

2025-2029

Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard for the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

What is the Public Sector Equality Duty (PSED)?

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment.

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on the Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head

The SLT will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Ensure there is an annual focus on one of the nine protected characteristics

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How does Slater Primary School comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- Accessibility policy
- Equality policy
- SEND policy
- Behaviour policy

Slater Primary School prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty. It is through our weekly themes that are explored in assemblies and learning sessions that allow all of our pupils to discuss and explore the values that underpin the PSED.

Equality objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives and our published information must be updated annually.

Objective 1: To analyse statistical data (admissions, attendance, attainment) to ensure that there are not any trends that could be the cause of discriminatory behaviour or actions

Objective 2: To raise awareness of the protected characteristics within the school by having an annual whole-school focus. This year, we will look at 'Developing my Voice' by embedding Oracy in and around the classroom.

Objective 3: To close gaps in attainment and achievement between pupils and all groups of pupils, especially the disadvantaged and vulnerable groups such as pupils eligible for free school meals, pupils with special educational needs and disabilities, and pupils from families who are hard to reach.