

## **DOMINIC BARBERI MULTI ACADEMY COMPANY**

### **Public Sector Equality Duty**

The Equality Act 2010 applies to academies in addition to many other bodies. The Act introduced the Public Sector Equality Duty ( PSED) Public bodies are required to have due regard to 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

The DfE has published non-statutory advice on how schools can fulfil their duties under the Act. Schools are required to publish information to demonstrate how they are complying with the PSED – this information must include, in particular, information relating to people who share a protected characteristic, and to publish equality objectives. Schools need to update the published information at least annually and to publish objectives at least once every four years. Information must be accessible to those in the school community and public who want to see it ie on the website . Schools should keep written records showing they "have actively considered their equality duties and asked themselves relevant questions". For example, when planning a school trip the school should consider whether it cuts across any religious holidays, whether it is accessible to pupils with disabilities, and whether facilities for boys and girls are equivalent.

The DfE's recommendations on what schools could publish to demonstrate that they meet each of the three elements of the PSED.

#### **Eliminating discrimination**

The school needs to show it is aware of the requirements of the Act and will comply with non-discrimination provisions. To do so, it could publish information or documents such as:

- Policies relating to behaviour, anti-bullying, recruitment and pay
- A note of a meeting at which staff or governors have been reminded of their duties under the Act
- Evidence of staff training on the Act

## **Advancing equality of opportunity**

The PSED requires schools to show they are advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

To fulfil this aspect of the duty, the DfE suggests publishing:

- Attainment data showing how pupils with different characteristics are performing
- Information on the steps the school is taking in response to the analysis of the above data. This may already be available in documents such as reports to the governing body
- Evidence showing improvements for specific groups, such as a decline in incidents of homophobic or transphobic bullying

## **Fostering good relations**

The PSED requires schools to show they are fostering good relations between those who share a protected characteristic and those who do not share it.

Information that schools could use to demonstrate that they are fulfilling this aspect includes evidence of:

- Aspects of the curriculum that promote tolerance and friendship, and understanding of a range of religions and cultures
- Initiatives to deal with tensions between different groups of pupils within the school
- Engagement with people who have special knowledge that could inform the school's approach, such as disability equality groups

## **Publication of Equality Objectives**

Equality objectives may arise from analysis schools have carried out on their published data or other information, where they have identified an area where there is potential for improvement on equalities, or they may – for example - be set in anticipation of a change in local circumstances.

It is recommended that more than one objective is published. For example:-

Accessibility for the disabled – duty to make reasonable adjustments for the physically disabled and for those with intellectual disabilities – such as the provision of materials in pictorial form.

Narrowing the gap in performance of pupils with disabilities.