

## **Public sector equality duty compliance at St Matthew's**

### Aims

At St Matthew's, we meet our obligations the Public Sector Equality Duty (PSED) by having due regard to the need to:

- eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic;
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

- age (for employees only)
- disability
- race
- gender (including issues of transgender)
- religion or belief (includes lack of belief)
- sexual identity
- pregnancy and maternity (for employees only)
- marriage or civil partnership (for employees only)

At St Matthew's, we are complying with the public sector equality duty and the following demonstrates our commitment to this important aspect:

### Eliminating discrimination

Our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Relevant policies and documents are listed below and can be found on our school website (Key Information tab):

- Accessibility plan
- Admissions policy
- Anti-bullying policy
- Behaviour policy
- Charging and remissions policy
- Curriculum policies – e.g. RHE policy
- Safeguarding policies
- SEN information report
- SEND policy

### Advancing equality of opportunity

Outcomes for all key groups (as defined by ASP/IDS) within school are scrutinised every term. Achievement is scrutinised every term and forms the basis of our pupil progress focus to narrow the gap between our key groups. Pupil progress, along with analysis of curricular and extra-curricular opportunities, supports the identification of individuals or groups who may not be able to access these opportunities and actions are put in place to ensure that they can access.

Policies to support staff recruitment can be found on our school website (Key Information tab). Employment analysis as part of the school's 'safer recruitment' helps to identify individuals who may need support.

Our commitment to advancing equality can be evidenced through Headteacher reports to the governing body, governing body minutes and the school improvement plan. Other important information can be found in the SEND policy and SEN information report, which can be found on our school website.

### Fostering good relations

Fostering good relations is embodied through our school's

- Ethos: Learning together in the love of God
- Vision: Let not your light be hidden...Let it shine!
- Values: Faith, Respect, Learning together and Choices.

It is also evidenced in our curriculum, collective worship and promotion of fundamental British values.