



Brookside Primary School

Public Sector Equality Duty (PSED)

The Equality Act 2010 Protected Characteristics	Aims of Public Sector Equality Duty (PSED)		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Age	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent • Staff profile is representative of all ages 	<ul style="list-style-type: none"> • Recruitment process • Volunteers of all ages are encouraged to work in the school 	<ul style="list-style-type: none"> • Recruitment process • Wider family members are encouraged of all ages are encouraged to help in school and attend events/celebrations • School Values and Ethos • Good links with members of the school community
Disability	<ul style="list-style-type: none"> • Disabled access to all areas of the school, including toilet facilities, designated parking area and Daily Mile track • Staff training to support pupils with medical conditions and learning needs • Monitoring/Tracking of attainment and progress to identify SEND differences. Interventions put in place to narrow the gap in performance • Inclusion Policy • Termly report to Governing Body • Anti-Bullying Posters displayed around school 	<ul style="list-style-type: none"> • All pupils have equal access to the curriculum, irrespective of disability • Regular staff training and awareness of medical conditions and learning needs • Use of specialist agencies, such as Speech and Language, Educational Psychologist • Differentiated lesson planning considers the needs of all children • Pupil Profiles created and reviews in line with the SEN Code of Practice 	<ul style="list-style-type: none"> • Good links with members of the school community • School Values and Ethos • School display promote Diversity and Equality • SEND meetings with parents • Local Offer • Accessibility Plan

Gender Reassignment	<ul style="list-style-type: none"> • High Quality teaching of the PSHE Curriculum 	<ul style="list-style-type: none"> • 'No Outsiders' Curriculum 	<ul style="list-style-type: none"> • Good links with members of the school community • School Values and Ethos
Marriage or Civil Partnership	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent 	<ul style="list-style-type: none"> • Recruitment process 	<ul style="list-style-type: none"> • Recruitment process • School Values and Ethos • Good links with members of the school community
Pregnancy or Maternity	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent • Honouring appointments • Policy for Expectant Parents • Risk Assessment • Regular meeting with SLT • Reasonable adjustments in place to support individuals 	<ul style="list-style-type: none"> • Continue good practice • Paternity leave 	<ul style="list-style-type: none"> • Follow policy • Continue to make reasonable adjustments in place to support individuals • School Values and Ethos • Good links with members of the school community
Race	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent • Racial/religious incidents recorded - parents/carers of both aggressor and victim are informed and supported by school pastoral team • High Quality teaching of the PSHE and RE Curriculum • Termly report to Governing Body • Anti-Bullying Posters displayed around school 	<ul style="list-style-type: none"> • All pupils have equal access to the curriculum regardless of race 	<ul style="list-style-type: none"> • Good links with members of the school community • School Values and Ethos • School display promote Diversity and Equality • Whole School Awareness Assemblies/Days - Chinese New Year
Religion or Belief	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent • High Quality teaching of the RE Curriculum (Discovery RE) - covers Christianity, Sikhism, Hinduism, Judaism • Racial/religious incidents recorded - 	<ul style="list-style-type: none"> • All staff trained in PREVENT Duty initiative encompassing different religions and beliefs • Awareness of dietary needs linked to religious beliefs (photos in school kitchen and classroom) 	<ul style="list-style-type: none"> • Whole School Assemblies in celebration of different religious festivals • Visits to different places of Worship • School Values and Ethos • Support from the school pastoral team • Good links with members of the school community

	<p>parents/carers of both aggressor and victim are informed and supported by school pastoral team</p> <ul style="list-style-type: none"> • Termly report to Governing Body • Anti-Bullying Posters displayed around school 		<ul style="list-style-type: none"> • School display promote Diversity and Equality
Sex	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent • Monitoring/Tracking of attainment and progress to identify gender differences. Interventions put in place to narrow the gap in performance 	<ul style="list-style-type: none"> • All pupils have equal access to the curriculum regardless of gender • After School Clubs are offered to all pupils irrespective of gender • Raising GIRLS involvement in Science, specifically Working Scientifically (see Science Action Plan 2017-2018) 	<ul style="list-style-type: none"> • Visitor role models representing both genders are invited to school • School Values and Ethos • Good links with members of the school community • School display promote Diversity and Equality
Sexual Orientation	<ul style="list-style-type: none"> • Employment and recruitment process is fair and transparent • Bullying/Hate incidents recorded - parents/carers of both aggressor and victim are informed and supported by school pastoral team • High Quality teaching of the PSHE and SRE Curriculum 	<ul style="list-style-type: none"> • Awareness and support, if necessary, for pupils of same sex parents • 'No Outsiders' Curriculum 	<ul style="list-style-type: none"> • School Values and Ethos • Support from the school pastoral team • Good links with members of the school community