



The
Birkenhead Park
School

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PUBLIC SECTOR EQUALITY DUTY REPORT

Approved by:	Paula Blakemore, Director of Human Resources	Date: 1 September 2023
Last reviewed on:	31 August 2023	
Next review due by:	31 August 2024	

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1. Aims

The Birkenhead Park School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having 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

2. 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 Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The School will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the School, including to staff, students and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Vice Principal.

The Vice Principal will:

- Promote knowledge and understanding of the equality objectives among staff and students

4. Eliminating discrimination

The School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training at the start of every academic year.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the School aims to advance equality of opportunity by:

- Removing or minimizing disadvantages suffered by people that are connected to a particular characteristic they have (e.g. students with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

In fulfilling this aspect of the duty, the School will:

- Review attainment data each academic year showing how pupils with different characteristics are performing
- Analyze the data referenced above to determine strengths and areas for improvement and implement actions in response.

6. Fostering good relations

The School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our pastoral curriculum.
- Working with our local community. This includes inviting leaders of local faith groups to run clubs as part of our enrichment programme.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7. Equality considerations in decision-making

The School ensures it has due regard to equality considerations whenever significant decisions are made.

The School always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to students with disabilities

- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

Undertake an analysis of recruitment data and trends in regard to protected characteristics and publish in this report.

Objective 2

Undertake a review of all staff with disabilities to ensure the appropriate reasonable adjustments are in place to meet their needs better and make sure that any disadvantages they experience are addressed.

Objective 3

Continue to ensure that the Staff Development Programme is updated in line with the School's and staff's development needs, and continue to ensure that all members of staff have the opportunity to request development.

9. Monitoring arrangements

The Vice Principal will update the equality information we publish at least every year.

This document will be reviewed by the local governing board at least every 4 years.

This document will be approved by the local governing board.

10. Equality and Diversity Data as at September 2023

In August 2023, The School gave staff the opportunity to provide or revise the equality data held on the HR system. The charts below detail the representation of various equality characteristics of staff across the College.

Workforce Representation

The charts below detail the representation of various equality characteristics of staff across the School.