

Public Sector Equality Duty

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
- 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, and 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 staff, pupils and parents
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

How does St John the Baptist comply with the Public Sector Duty?

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

- Accessibility Policy
- Behaviour Policy
- Equality and Diversity Policy
- Equality Information and Objectives Policy – I will write this one detailing how we do this
- Relationships, Sex, Health Education Policy (RSHE)
- Religious Education Policy
- SEND Policy
- Spiritual, Moral, Social and Cultural Policy (SMSC)