



Equality Act 2010 Compliance

Public Sector Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), also referred to as the “general duty” that applies to public bodies, including maintained school and Academies, and which extends to all protected characteristics – ethnicity, disability, gender (including pregnancy and maternity, age, religion or belief, sexual orientation, marriage and civil partnership, sexual identity and transgender).

This PSED came into effect in April 2011 and all public bodies are required to have due regard to the need to:-

1. **Eliminate discrimination** and other conduct that is prohibited by the Act
2. **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
3. **Foster good relations across all characteristics** – between people who share a protected characteristic and people who do not share it

The Equality Act also places two specific duties on public bodies

The two specific duties require school to:

- Publish information to demonstrate how they are complying with the Public Sector Equality Duty
- Prepare and publish equality objectives

Compliance with the Public Sector Equality Duty

Ashfield Infant and Nursery School complies in the following ways:

Data

1. The school has data on its composition broken down by year group, ethnicity and gender.
2. The school has data on its composition broken down by types of impairment and special educational.
3. The school has data on inequalities of outcome and participation connected with ethnicity, gender and disability.
4. The school uses data on inequalities of outcome and participation when setting itself objectives for achievable and measurable improvements in the school improvement plan.

Documentation and record keeping

5. There are statements of the school's responsibilities under the Equality Act in various school documents, for example SEND policy.

Responsibilities

7. The Head Teacher has overall responsibility for equalities matters and works in conjunction with the school's SMSC and H&S leads and school SENDCo.
8. There are Governors with responsibility for equality at Governor level, within H&S and Safeguarding committee.

Staffing

9. There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.

Behaviour and Safety

10. There are clear procedures for dealing with prejudice-related bullying and incidents.
11. Annual surveys show that most pupils feel safe from all kinds of bullying.

Curriculum

12. Focused attention is paid to the needs of specific groups of pupils. There is extra or special provision for certain groups as appropriate, this changes annually.
13. There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development, as well as following the Kidsafe and Jigsaw programme

Consultation and involvement

14. The school has procedures for involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns of the Equality Act.
15. The school has procedures for finding out how pupils think and feel about the school, and takes regard of these in relation to the Equality Act.

Equality objectives 2022 - 2026

Based on analysis of data of pupil performance and consultation with staff the following objectives have been set:

- Revise key policy documentation relating to equality
- To narrow the gap in attainment for PP pupils across each key stage and each outcome and enhance support for specific children in accessing learning from home
- To support children, staff and parents with mental health and well-being to promote inclusion for all
- To address the gender gap in attainment within specific cohorts
- To ensure access to quality CPD opportunities for teachers and teaching assistants promoting awareness of Equality and Diversity issues

All of the above objectives are to be incorporated within the Equality Action Plan
This is available on request.