

## Public Sector Equality Duty

### What is the Public Sector Equality Duty (the 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

- [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
- [The Equality Act 2010 and schools](#): non-statutory advice from the Department for Education

### Our Aim

Exceed Academies Trust and its schools are committed to ensuring equality of opportunity for all our employees, learners, potential learners and their families irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected to the school and Trust feel proud of their identity and ability to participate fully in school life.

In complying with the public sector equality duty, we will have 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 share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

### Equality in Teaching and learning

We strive to provide all our learners with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all learners and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education

- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our learners.
- Seeking to educate ourselves about issues of equality such as anti-racism and gender identity.

### **Equality in Admissions and Suspensions/Exclusions**

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background. Any exclusions which take place are reviewed to ensure they were lawful and free of any bias with regard to protected characteristics.

### **Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability, in compliance with the law. We are keen to ensure that the staffing within Exceed Academies Trust and its schools reflects the diversity of our communities and wider society.

### **Equality Objectives**

Under the Public Sector Equality Duty (PSED) the school is required to set and publish Equality Objectives. Our current objectives can be accessed in the policies section of the school website.

### **Equality Statement**

At Appleton Academy, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

In this commitment and the practices outlined below, we comply with the public sector equality duty.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Appleton Academy, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.