



Public Sector Equality Duty Statement

Aim

Our school aims to meet its obligations under the public sector equality duty 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.

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 to staff, pupils and parents, and that they are reviewed and updated annually.

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.

The head teacher will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils.

Monitor success in achieving the objectives and report back to governors

Wycliffe Primary will have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010, Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 (DDA) and The Gender Equality Duty 2006
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and those who do not share it.
- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
- Assess whether you are discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality issues are for our organisation.
- Benchmark our performance and processes against those of similar organisations, nationally or locally.

- Consider taking steps to meet the needs of staff who share relevant protected characteristics.
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
- Develop equality objectives to meet the specific duties.
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.
- We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or ‘occupational segregation’ i.e. staff with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:
 - recruitment and promotion
 - numbers of part-time and full-time staff
 - pay and remuneration
 - training
 - return to work of women on maternity leave
 - return to work of disabled employees following sick leave relating to their disability
 - appraisals
 - grievances (including about harassment)
 - disciplinary action (including for harassment)
 - dismissals and other reasons for leaving.

Eliminating discrimination and harassment

The school will:

- Develop and adapt its procedures on anti-bullying to include equality perspectives;
- value all God’s children,
- support staff to challenge and address any bullying and harassment that is based on a person’s race, gender or ethnicity;
- keep a record and report how these incidents are dealt with to the governing body and local authority on a termly basis;
- review its approach to race, gender and disability bullying and harassment whenever it reviews its policy on behaviour.

May 2020