



Bisley Blue Coat C of E & Oakridge Parochial Primary School

Public Sector Equality Duty 2021 - 2025

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| Approved by: | Bisley and Oakridge Governors |
| Issue Date: | September 2021 |
| Last reviewed on: | September 2021 |
| Next review due by: | |
| Signed By Executive Head Teacher | |
| Signed by Chair of Governors | |

Public Sector Equality Duty

In order to comply with our Public Sector Equality Duty (PSED), our Governors have approved policy documents setting out our Equality Information and Objectives. Our school welcomes its duties under the Equality Act 2010 and we acknowledge our general equality duties are:

- Eliminating discrimination;
- Fostering good relationships;
- Advancing equality of opportunity;

These duties and the steps we will take are described in more detail in our Equality Information and Objectives.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Religion or belief
- Marriage and civil partnership
- Age
- Sexual orientation
- Race
- Gender reassignment
- Disability
- Pregnancy or maternity

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful and treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it has
- Adopting an inclusive attitude and a balanced curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will, however, respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our reporting procedure, our school will ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Inclusive and understanding of others;
- Celebratory of cultural diversity;
- Eager to reach their full potential; and
- Aware of what constitutes discriminatory behaviour.

The school's employees will not discriminate against any member of the school community or treat other members of the school community unfairly. They will promote diversity and equality, encourage and adopt an inclusive attitude and lead by example

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated and we are continuously working to promote an accepting and respectful environment for our school community