

HEDDON-ON-THE-WALL ST. ANDREW'S CE PRIMARY SCHOOL

PUBLIC SECTOR EQUALITY DUTY (PSED) 2023 - 2024

'Love your neighbour as yourself'

Matthew 22:39

'Be careful to do what is right in the eyes of everybody'

Romans 12:17

Pele Trust and Heddon-on-the-Wall St. Andrew's CE Primary School are committed to equality.

Our School aims are that every pupil in School is supported to:

1. Be happy;
2. Feel safe and secure;
3. Achieve exceptionally well.

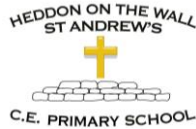
We are committed to a whole School approach to equality and consider it important for pupils to learn about equality and human rights. We wholeheartedly concur with the Equality and Human Rights Commission (EHRC) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and School as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer School culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

In all aspects of School life we are committed to fairness and equality; this includes through:

- Our curriculum;
- Collective Worship programme;
- Pastoral support;
- Extra-curricular programme and activities.

There are three main elements within the act and in carrying out our functions, as a School, we must have regard for the need to:



1. Eliminate discrimination and other conduct 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.

This duty applies to all pupils, staff and others using the facilities. At all times we will give relevant and proportionate consideration to the PSED when considering our provision.

Protected characteristics under the Equalities Act are:

- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation;
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils).

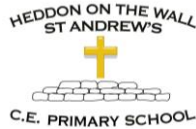
NB: Age and marriage and civil partnership are not protected characteristics within the School's provisions for students.

Our School will have due regard to advancing equality of opportunity including making a clear and consistent commitment to:

- Minimise or eliminate disadvantages suffered by person or persons who share a relevant protected characteristic;
- Take steps to meet the needs of a person or persons who share a protected characteristic that are different from the needs of others who do not share it;
- Encourage persons who share a relevant protected characteristic to participate fully in public life;
- Encourage persons who share a relevant protected characteristic to participate fully in any School activity in which participation by such persons is disproportionately low.

In exercising our duty we will consider the six Brown principles of 'due regard':

1. **Awareness**
 - all staff know and understand what the law requires;
2. **Timeliness**
 - implications considered before they are implemented;



3. **Rigour**
 - open-minded and rigorous analysis, including parent / pupil voice;
4. **Non-delegation**
 - the PSED cannot be delegated;
5. **Continuous**
 - ongoing all academic year;
6. **Record-keeping**
 - keep notes and records of decisions & meetings.

Pele Trust and Heddon-on-the-Wall St. Andrew’s CE Primary School welcome the opportunity to be transparent and accountable. Pele Trust fulfils the specific duties of the Act by publishing their Equality Information and Objectives on the Trust website and each School’s website – to view this information please [click here](#).

We aim to present the information in a format that is easy to read and can be accessed simply from the School website.

Equality Information

We maintain confidentiality and work to the principles set out in the General Data Protection Regulations (GDPR) to protect personal data. We publish information in a way so that no student or staff member can be identified.

Staff

Age	The School complies with its equalities duties in this regard.
Disability	0% of staff have a recorded disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We are committed to supporting any staff member towards gender reassignment.
Marriage & civil partnerships	The school complies with its equalities duties in this regard.
Pregnancy and maternity	The school complies with its equalities duties in this regard.
‘Race’ / ethnicity	Our staff profile comprises: White British 95.3% Any other white background 4.7%

Religion and Belief / no belief	Religion is not recorded
Sex (male/female)	88% female 12% male
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation

Pupils

Age	Our students range in age from 3 to 11 years
Disability	Reasonable adjustments are made where appropriate.
Gender reassignment	We are committed to supporting any student towards gender reassignment
'Race' / ethnicity	Our student profile comprises: White British – 96% White and Black Caribbean – 0.5% Any other mixed background – 0.9% Any other white background – 1.4% Romany – 0.9% Refused – 0.5%

EAL (English as an Additional Language)	0.47% EAL The languages spoken within our student profile are: <ul style="list-style-type: none"> • English • Russian
Religion and Belief / no belief	Our student profile comprises: 58% - Christian 0% - Hindu 0% - Muslim 30% - No religion 9% - Refused 3% Other
SEND	Students identified with a Special Educational Need: <ul style="list-style-type: none"> • Education, Health & Care Plan: 3.7% • School support: 8.9% • No Special Education Need: 87.3%
Sex – male/female	Female: 54% Male: 46%
Sexual orientation	We are committed to supporting all students regardless of sexual orientation
Pupil Premium	Students eligible for Pupil Premium: 8.9%

We update our equality information annually.