

The Public Sector Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to public bodies, including schools, and extends to certain protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. The combined equality duty came into effect in April 2011.

Penkrige Middle School ensures that it is compliant to PSED by showing 'due regard' to equality considerations whenever significant decisions are being made or policies are written/amended.

Examples of when 'due regard' to equality considerations that PMS staff undertake are listed below:

- Suitability of content and resources included in subject 'Schemes of Learning' in terms of meeting the needs and interests of different groups of learners.
- Suitability of trips and outside visitors in terms of meeting the needs and interests of different groups of learners.
- Policies take into account the needs of different groups, e.g. the behaviour policies has extra guidance for SEND children.
- Assemblies and PSHE education are both designed to promote and foster good relationships between all pupils and staff.

Our Equality Objectives:

- To close any attainment and progress gaps in Reading, Writing and Maths for SEND and Pupil Premium pupils.
- To increase the achievement of boys, especially in English.
- To promote high attendance in all groups of pupils.