



## EQUALITIES ACTION 2010 & THE PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) which applies to all public sector bodies including schools and academies. This Act provides a single, consolidated source of discrimination law and replaced all existing legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The act requires all public bodies to have 'due regard' to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Fostering good relations across all 'protected groups'

These 'protected groups' refer to:

- Race
- Disability
- Sex
- Gender reassignment (It is unlawful to discriminate against a transsexual pupil)
- Age (for schools this is only with regard to our role as an employer – not in relation to pupils)
- Religion or belief
- Sexual orientation
- Pregnancy and Maternity

Godstone Village School believes all pupils to be of 'equal value and this principle guides all decisions both with regard to the curriculum and extra-curricular activities. The school fully supports the Equalities Act.

The school is required to publish annual objectives to demonstrate how we are complying with the PSED. These objectives will be a part of the School Development Plan and Single Equality Plan which is approved by Governors each year.

### **The objectives for 2017-18 are:**

1. To identify variation in the performance of pupils, including 'protected groups' arising from the summer 2017 progress results and implement strategies to mitigate against future underachievement in these identified groups.
2. To close further the social/academic gap for disadvantaged students with use of Pupil Premium by monitoring progress made by using interventions
3. To close the gap for SEND children by delivering a staff training programme to ensure needs can be identified quickly and appropriate strategies can be implemented.