

Sherbourne Fields School

Public Sector Equality Duty



**Sherbourne
Fields**
School

Equality Duty

(Public Sector Equality Duty)

The PSED has 3 main elements

These are:

- **Eliminating discrimination** and other conduct prohibited by the Equality Act 2010
- **Advancing equality** of opportunity between people who share a protected characteristic and people who do not share it
- **Fostering good relations** across all characteristics – between people who do share a protected characteristic and people who do not share it

What are protected characteristics?

Equality Act 2010:

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

We continue to:

Sherbourne Fields School (SFS):

- The curriculum is broad, balanced and relevant to all pupils / needs/ religions / cultures etc
- Varied teaching styles are incorporated to suit pupils' learning styles / needs
- Discrimination or stereotyping is challenged and not taken as “banter”
- The environment and curriculum provides positive images and role models which reflect the experiences and background of all children in a multi-cultural society
- The school's physical environment allows full access regardless of disability
- SFS promotes the concept of equality of opportunity throughout the school both for pupils, staff, parents/carers, governors and the wider community

SFS promotes an awareness and respect regarding the diversity of cultures in our society and the world at large

Pupils:

- Pupils should be valued and respected as individuals

Staff:

- Staff know that they are valued and that their roles are of equal worth
- Staff endeavour to relate positively to the cultural diversity of British Society and the world community
- The provisions of this policy extend to the consideration of job applications and the selection processes and apply to prospective employees as well as current staff

Parents / Carers:

- All parent/carers and visitors should be treated with respect and understanding
- Additional needs regarding access, sensory loss or language etc. should be given due consideration