



Public Sector Equality Duty Statement January 2021

Public bodies such as schools have a duty, under the 2010 Equality Act, to ensure they promote equality within their organisation and this statement sets out how we endeavour to achieve this at Cox Green School. We believe in the right of every single person to be treated with equal dignity and compassion alongside equal legal protection is fundamental to the ethos that underpins everything we do in school.

The Equality Act makes explicit our responsibility to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

In this respect, a protected characteristic could be any one of a multitude of factors that are shared by particular groups of people, but will include characteristics such as race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, gender reassignment and marriage or civil partnership. Central to a commitment to fulfil this responsibility is a recognition that all groups with protected characteristics fall within the compass of the human race as a whole, and who by definition therefore have equal status and equal rights.

As a school, we are in the privileged position of supporting equality in our current practices, whilst also helping students to develop and embed the principles of equality and responsibility that will best promote this in the longer term.

Objectives

Our equality objectives are based on the principles of human rights and human dignity, and can be summarised as follows:

- To ensure that the school retains a culture of advancing equality both in its policies and its practices
- To develop the student's understanding of, and commitment to, the promotion of equality and the elimination of discriminatory practices and beliefs
- To deepen an understanding among all students and staff of the strengths and needs of all protected characteristic groups
- To continue to seek ways in which the culture, policies and practices within school can be further improved to advance equality and to eliminate discrimination
- To celebrate the rich variety of individual and group characteristics which constitute our school community, as well as the wider world.

Principles into Practice

The following list covers some of the main ways in which we seek to implement our moral and legal responsibilities to ensure equality within school, both as an employer and provider of education. This is by no means an exhaustive list. Because we have a duty towards the students in our care as well as to our employees, some measures may be relevant to each of these groups to a greater or lesser extent. However, there is of course a crossover between many of these elements, and although they are numbered for ease of reference, the order in which they are listed should not

be seen as being in terms of degree of importance, and nor should each element be seen as a discrete unit. We believe that equal opportunities is an unquestionable principle, and these elements taken together are the basis on which we seek to demonstrate and promote this principle.

1. Whenever the governing board reviews policies in school, we always take into account any relevant equal opportunity implications. Where relevant, the details of equal opportunity considerations will be specifically identified. The school's key policies are kept updated on our website, and all our policies are available by request at the school office.
2. We regularly analyse the progress and attainment of all students in the school, including the progress and attainment of specific pupil groups. Where we identify significant variations between the students who share a protected characteristic and students in the school generally, we then explore the reasons behind this. It is important to ensure that students in particular groups are not being inadvertently disadvantaged, but it is equally important not to assume that the discrepancy is necessarily a consequence of a particular characteristic. This means that we look at students individually, and examine *why* the discrepancy appears, so that we are best placed to support students in the way that is most appropriate for them. We also recognise that each student is an individual, composed of a multitude of characteristics, and their inclusion in one or more protected characteristic groups should not be seen to define them without reference to everything else that goes to make the whole child.
3. All aspects of the curriculum are open to all students, and we will always make adaptations where necessary to accommodate the particular needs of a student or group of students.
4. We model the British values of respect and tolerance to all people, irrespective of characteristics, and we consider it our moral duty to promote and develop this understanding and good practice in the students themselves. When a student demonstrates intolerance or disrespect with regard to the characteristics of another person, we will work with that student to strengthen their understanding of why their behaviour or language has not been appropriate. In line with our teaching of the academic curriculum, we believe that education is by far the most effective response to incidents of intolerance or disrespect.
5. We promote a culture in which students feel comfortable sharing concerns and worries with adults in school. Although worries can affect all students, those in protected characteristic groups can face greater barriers than their peers do. Students in certain protected characteristic groups may need greater levels of support in developing these skills.
6. We also seek to promote a culture in the school that recognises the needs of staff members, whether this is in terms of emotional support, time to attend religious events or medical appointments, or requests for changes in working arrangements. Because the individual needs of staff members can sometimes be directly linked to their membership of a protected characteristic group, we see our duty to be compassionate employers to be particularly relevant in supporting members of staff in this respect.
7. We also promote a culture in which parents feel comfortable to approach the school with concerns or difficulties, which again can sometimes be linked to their membership of a protected characteristic group.
8. As an employer we comply with our Equality and Diversity policy in all recruitment process'.
9. We are committed to the implementation of the national living wage.