

Public Sector Equality Duty Policy

September 2018

Harborne Academy Public Sector Equality Duty Policy

1 Mission Statement

Harborne Academy is a learning community where our students have high aspirations for themselves and each other. We want our students to grow into well-informed, well-balanced and confident citizens. We aim to provide a disciplined, safe environment where children learn effectively and respect each other.

2 Introduction

Harborne Academy aims to ensure that its ethos, policies and practices respect and protect the rights of all individuals and that everyone is enabled to make the most of their abilities and qualities.

Equality is central to the wider issue of social inclusion. It underpins the Academy curriculum and it is a key consideration in employment policy and practice. We believe that equality of opportunity is the central principle underlying all the work we do.

3 Protected Characteristics

The Equality Act 2010 clearly states that people identified in the following groups are considered to have a protected characteristic:

- Disability
- Sex
- Race (Ethnicity)
- Pregnancy and maternity
- Religion and belief
- Sexual orientation
- Gender reassignment

4 General Duties

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

To meet these three aims, Harborne Academy will ensure that all forms of prejudice related bullying are taken seriously and dealt with equally and firmly.

5 Specific Duties

The specific duties which relate to the above general duties are to:

- Publish and analyse information about the school annually.
- Review equality objectives on a three-year cycle.

This information is sent to the Governing Body (GB) and all minutes of GB meetings are a matter of public record and can be obtained from the school.

These actions will be taken after analysing the information about our school. The information and analysis will also be taken from school improvement plans, self-evaluations and student data. This information will also inform us where we may improve on how we plan for the future.

6 Publicising and Promoting

The school's Public Sector Equality Duty will be published on the school website and in the staff shared area of the school's P drive.

Visitors will be made aware that the school is committed to the Public Sector Equality Duty and copies can be made available on request, including translations and special formats.

7 Monitoring

The school monitors students' performance across the school. Data is collated on:

- Attendance and punctuality
- Attainment
- Progress
- Behaviour (Achievement and Exclusions)
- Opportunities for students during and after school
- Pupil voice

This data is analysed by protected characteristics (identified in section 1.1, when known to the school) to ensure that students are in receipt of an inclusive education and those with or without a protected characteristic are treated equally.

8 Staff

We are an equal opportunities employer. We have a recruitment and selection policy which ensures fairness, irrespective of background. We ensure reasonable adjustments are made for staff to ensure they are not disadvantaged in the workplace.

Responsible for review:	K. Keelan
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