HUNTINGTON PRIMARY ACADEMY

PUBLIC SECTOR EQUALITY DUTY

Signature of Chair of Trustees	Rob Newport
Signature of Headteacher	Jenny Holton
Date Approved by LGC	October 2025
Review Date	October 2028
Review Period	Annual (Headteacher has authority to amend and approve this document) Reviewed - October 2024 and October 2025

STATEMENT WITH REGARD TO THE PUBLIC SECTOR EQUALITY DUTY

The Public Sector Equality Duty – General Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and academies.

Huntington Primary Academy has an obligation under the Equality Act of 2010 as both an employer and a school which carries out a public function and service.

It is a legal requirement and requires schools to integrate and include consideration of equality into day to day routines at Huntington Primary Academy. This combined equality duty came into effect in April 2011.

At Huntington Primary Academy we welcome our duties under The Equality Act 2010 schools. In the exercise of their functions, schools must have **due regard to:**

1. **Eliminating discrimination** and other conduct that is prohibited by the Act.
2. **Advancing equality** of opportunity between people who share a protected characteristic and people who do not share it.
3. **Fostering good relations** across all characteristics – between people who share a protected characteristic and people who do not share it.

Under schedule 18, section 149 does not apply, in relation to age, in the provision of education, benefits, facilities and services, to pupils in schools but age will be a relevant characteristic in considering their duties in their role as an employer.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of the following:

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

Huntington Primary Academy aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff.

Specific Duties

The Government has also introduced new specific duties, which are intended to help public authorities to meet their obligations under the PSED.

The specific duties regulations require schools to do the following:

A) To prepare and publish equality objectives

B) To publish information to demonstrate how they are complying with the Public Sector Equality Duty.

A) HUNTINGTON PRIMARY ACADEMY – EQUALITY OBJECTIVES

1. **To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.**

2. **To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.**

3. **To promote cultural development and understanding through a rich range of experiences both in and beyond the school.**

4. **To continually consider how well the school ensures equality of opportunities for all its pupils.**

5. **To tackle prejudice and promote understanding in relation to people with disabilities.**

6. **To narrow the gap between the achievements of pupils entitled to pupil premium funding and those not.**

B) Huntington Primary Academy will comply with the PSED by addressing the following strands:

1. Eradicating Discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

2. Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

3. Race and Religious Equality

We endeavour to offer a culturally diverse curriculum through the delivery of the Local Authority agreed syllabus for RE alongside visits to places of worship and visitors from different faiths.

We make pupils aware of diversity and tolerance through assemblies and work in the clasroom on British Values and PSHE.

The academy analyses data on ethnicity and carries out regular progress meetings to check that there are no differences in achievement for pupils with different ethnicities or with English as a second language. If there are then changes to curriculum, teaching or other provision are made as needed.

4. Gender Equality
The academy analyses data on gender and carries out regular progress meetings to check that there are no gender differences in achievement. If there are gender differences, then changes are made to the curriculum to meet the needs of the pupils.

The academy takes action with homophobic incidents in line with racist or bullying incidents.

5. Disability Equality
Huntington Primary Academy is committed to ensuring equal treatment of all its employees, pupils and any others who form part of our community, with any form of disability and will ensure that individuals with disabilities are not treated less favourably in any policies, procedures or practices.

We aim to include all pupils in all aspects of life in the academy through the following:

1. Making reasonable adjustments so that all pupils and staff can have access to the whole curriculum.
2. Planning and organising all school activities so that pupils with disabilities can participate.
3. Setting admissions policies that do not discriminate against pupils with disabilities.
4. Using teaching strategies or equipment that remove barriers to learning.
5. Planning or adapting the physical environment to cater for the needs of all pupils and members of the academy community.
6. Raising awareness of disability amongst pupils and staff.
7. Providing information in a form that is user friendly.
8. Eliminating harassment related to disability throughout the academy.

6. Age Equality
Huntington Primary Academy recognises that employees of all ages can make a valuable contribution to the life of the school . We will make sure that all employees, regardless of age, will have equal access to selection for recruitment, training, career progression and retention opportunities.

7. Employment
Huntington Primary Academy will consider all applications favourably, regardless of race, marriage and civil partnership, religion, disability, gender, sexual orientation or conviction.

Monitoring, reviewing and accountability

Responsibilities: The Headteacher has special responsibilities for equalities matters.

The Chair of Governors has a watching brief for equalities matters.

Equality Objectives, compliance with PSED and the statement of equality duties are discussed at trustees meetings or committee meetings.

The academy's responsibilities under the Equality Act are referenced as appropriate in the minutes of trustees' meetings, staff meetings and senior leadership team meetings.

The academy will carefully assess new policies or measures that may have an impact on equality. Whenever policies are reviewed, they will be scrutinised for their adherence to the Equality Act. This will also apply to academy improvement plans and self-evaluation papers, newsletters and communication with parents/carers - each new policy in school has an Initial Quality Impact Assessment for 'Equality'.

Prejudice is not tolerated at Huntington Primary Academy and we are continuously working towards a more accepting and respectful environment.

HUNTINGTON PRIMARY ACADEMY

PUBLIC SECTOR EQUALITY DUTY

HISTORY OF CHANGES

Date of changes	Details of changes
July 2018	Updated with dates, merged the appendices into the main body of the policy. Presented to FB 5th July 2018.
June 2019	Updated with dates, main body to include 1. Eradicate discrimination and 2. Dealing with prejudice. Presented to DB 4th July 2019.
December 2020	Updated with reference to veganism.
October 2021	Minor amendments made by AF.
October 2022	Updated to reflect statutory 4 yearly review cycle
October 2025	Updated protected characteristics list Updated impact statement