



Stony Dean School

Working to Inspire

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Public Sector Equality Duty

2022-2025

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Public Sector Equality duty Statement

1) The Public Sector Equality Duty 2011 has three aims under the general duty for schools

- 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.

2) Our school is committed to equality both as an employer and an education provider

- We actively ensure sure that our school is a safe, secure and stimulating place for everyone
- We do our best to ensure that everyone is treated fairly, courteously and with respect
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve and be successful
- We always ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff and also through student consultation
- We actively aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

3) General Duty

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality or opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

4) Accountability

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which could affect:

- Pupils from certain cultural/ethnic backgrounds and the Traveller Community
- Pupils who receive Pupil Premium
- Pupils who are disabled
- Pupils who have special educational needs /disability/LAC/EAL
- Differences in gender achievement

The school has a series of policies that support this Equality Statement. The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.



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- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.

At Stony Dean School we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010

5) Equality objectives:

- ✓ Eliminate discrimination, promote equality and diversity – through high expectations, positive attitudes, strong values on behaviour for learning and constantly celebrating success across the school
- ✓ Prevent and encourage positive values and understanding. We will seek to work with all our students to help improve their communication and understanding of wide world
- ✓ Listen to all the key school stakeholders to ensure that the school is delivering excellence for all these interested parties. Using different means to capture their voices and their opinions and the using this to raise standards.
- ✓ Develop a curriculum which meets reflects the school development plan of promoting independence, employability and communication and interaction skills
- ✓ An school provision that meets all the needs of the pupils within its care, by staff training, interventions, provision creation and an inclusive environment
- ✓ Equalise opportunities for pupils that are economically disadvantaged or otherwise disadvantage and ensure the curriculum and opportunities are equal access for all
- ✓ Working on the accessibility of the school site for all users, but especially our students.
- ✓ Delivering a fair and equal school for staff to develop their skills and enhance their career

6) Policies

We have a series of policies and procedures in place to support us with this. An example of which are:

- Positive Behaviour policy
- Safeguarding policy

All policies are available from the School Office on request or on our webpage. <http://stonydean.bucks.sch.uk/policies/>. The school has complex systems to monitor the recording of data on equalities internally.

* FSM, LAC, EAL, SEND, Gender



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