



## Queen Elizabeth's Girls' School Public Sector Equality Duty Statement

<b>POLICY TITLE:</b>	<b>Public Sector Equality Duty statement</b>
<b>STATUS:</b>	<b>Statutory</b>
<b>REVIEWED BY:</b>	<b>Governing Board</b>
<b>DATE AGREED BY GOVERNORS:</b>	<b>April 2018</b>
<b>DATE OF NEXT REVIEW:</b>	<b>April 2021</b>

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The Public Sector Equality Duty (PSED) is a statutory duty which requires all public bodies including schools to have due regard to the following three aims:

- to **eliminate unlawful discrimination** and other conduct prohibited by the Equality Act
- to **advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- to **foster good relations** between people who share a particular protected characteristic and people who do not share it

The protected characteristics include age, disability, race, religion or belief, sex, sexual orientation, pregnancy and maternity and gender reassignment. The PSED requires us to consider the three aims when delivering our service and carrying out our day to day work. Under supporting specific duties regulations, we are required to draw up and publish equality objectives at least every four years to promote the three aims and to annually publish information demonstrating our compliance with the PSED.

The Equality Objectives at Queen Elizabeth's Girls' School are:

1. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
2. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.
3. To close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups.



Founded in 1888

# Queen Elizabeth's Girls' School

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4. To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
5. To endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
6. To reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

The Governing Board has adopted a range of policies which support compliance with the PSED.

Further guidance can be found at:

[http://www.pfc.org.uk/pdf/specific-duties%20Nov%202011%20\(2\).pdf](http://www.pfc.org.uk/pdf/specific-duties%20Nov%202011%20(2).pdf)