



Queen Elizabeth's Girls' School

Public Sector Equality Duty Statement

POLICY TITLE: Public Sector Equality Duty statement

STATUS: Statutory

REVIEWED BY: Board of Trustees

DATE AGREED BY GOVERNORS: July 2021

DATE OF NEXT REVIEW: July 2024

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:

- To continuously review and revise the KS3 -5 curriculum so that it reflects our diverse community and encourages tolerance and respect
- To promote awareness of mental health issues and develop appropriate interventions where necessary

- To ensure gaps remain closed in attainment and achievement between students of all groups; especially students eligible for Pupil Premium, students with##
- special educational needs and disabilities, looked after children and students from minority ethnic groups
- To monitor the incidence of the use of language that is used which undermines the 9 protected characteristics. Where necessary we will follow our existing policies to take appropriate action
- 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.

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

Further guidance can be found at:

[Equality Act 2010 guidance](#)