

PROCEDURE TITLE: Public Sector Equality Duty Statement

STATUS: Statutory

DATE of REVIEW: September 2017



The Public Sector Equality Duty Statement applies to everyone within the college – students, governors and staff.

The Latimer Arts College exists to provide an outstanding education for all our students putting their progress at the heart of everything we do.

That means we will always pursue excellence and shall focus upon achieving outstanding results by:

- ensuring that the curriculum offered is wholly focused upon the needs and requirements of our students;
- regularly measuring student progress and achievement so that their learning experience may be adapted to their needs;
- making available high quality support to our staff so that they deliver good lessons for students.

These are consistent with the principles within the Equality Act 2010. The Governing Body of the College, mindful of its legal responsibilities but also its wish that every student within the college receives a high quality school experience, will ensure that our policies and practices are fair and do not discriminate in relation to:

- The way in which we provide education
- The way we offer access to benefits, facilities or services
- Admissions
- Exclusions

The Equality Act 2010 makes various behaviours unlawful where there is a protected characteristic. The protected characteristics for schools in relation to its students are: disability, ethnicity and race, gender, gender identity and transgender, pregnancy and maternity, religion and belief and sexual identity and orientation. As an employer, the protected characteristics also include age and marriage and civil partnership.

The unlawful behaviours are:

- Direct discrimination
- Indirect discrimination
- Failing to make reasonable adjustments for disabled people
- Discrimination arising from disability
- Discrimination because a person is thought to have a protected characteristic
- Harassment related to a protected characteristic
- Victimisation of someone because they have made, or helped with, a complaint about discrimination.

For disabled students, schools have to make reasonable adjustments to prevent discrimination. This means:

- Where something a school does places a disabled student at a disadvantage compared to other students then a school must take reasonable steps to try and avoid that disadvantage
- Schools are expected to provide an auxiliary aid or service for a disabled student when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the student faces in comparison to non-disabled students

The college acknowledges its public sector duty to:

- Eliminate all forms of discrimination, harassment and victimisation that are prohibited by the Equality Act
- Advance equality of opportunity
- Foster good relations

To meet this duty the College will work to:

- Remove or minimise disadvantages connected with a relevant protected characteristic
- Take steps to meet the different needs of those sharing a relevant characteristic
- Encourage persons who share a protected characteristic to participate in public life or any other activity in which they are underrepresented
- Tackle prejudice such as bullying and promote understanding
- Consider the public sector duty as part of their decision making, including the development and review of policies and the delivery of services

College Context

In working to deliver equality the College shall have regard to the impact of the following data sets:

- Male/female student ratio
- Male/female staff ratio
- FSM students
- EAL students
- Disabled students
- Disabled staff
- Students from ethnic minorities
- Staff from ethnic minorities
- Physical adaptations, site design to show accessibility to buildings etc.

Key aspects for the College

The obligations under the Equality Act will affect many areas of school life and the College will need to comply accordingly. Set out below are some specific areas that are considered.

Curriculum

The content of a school curriculum is excluded from the Act. The College curriculum is broad and balanced. The delivery of the curriculum must comply with the Act. This relates to both how a particular subject or activity is taught and the availability of learning opportunities.

Uniform

The College has a uniform for students of compulsory school age and a dress code for post 16 students. The College will be sensitive to the needs of different groups and will act reasonably in accommodating them.

Single Sex Classes and Sport

Sometimes the College may decide to have single sex classes. This is allowed under the Act provided it does not result in the students having an unfair advantage or disadvantage when compared to students of the other sex in other classes. An example of discrimination would be catch up classes for one gender group but not the other.

The Act does give an exception in relation to single sex sports, meaning the College can have single sex approach in relation to the participation in any sport or game, or other activity of a competitive nature, where the physical strength, stamina or physique of the average girl would put her at a disadvantage in competition with the average boy. There are single sex sports teams within the College; however, the College is firmly committed to ensure boys and girls have equal opportunities to participate in comparable sporting activities.

School Trips and Visits

The College is committed to providing students with a range of activities to support their learning and their development as young people. Having a protected characteristic should not prevent a student being able to access these opportunities. In the case of disabled students, the College will do their best to ensure they play as full a part as possible in school life in line with their obligations to make reasonable adjustments outlined above. However, there will be times when adjustments cannot be made because to do so would have a detrimental effect on other students and would therefore not be reasonable.

Bullying

The College takes any form of bullying very seriously. All bullying incidents, including those related to protected characteristics are logged. The promotion of tolerance and respect is a key feature of learning programmes, including our Personal Development Programme within the College and includes external resources.

Accessibility for Disabled Students

The College will implement accessibility plans for disabled students which are aimed at:

- Increasing the extent to which disabled students can participate in the curriculum
- Improving the physical environment of our college to enable disadvantaged students to take better advantage of education, benefits, facilities and services provided and
- Improving the availability of accessible information to disabled students

Monitoring

The College will monitor and evaluate their practice and procedures. To ensure compliance with the Equality Act as well as the aim of securing the best outcomes for all students, this will include:

- Close monitoring of the performance of all groups, including those with protected characteristics
- Targeted intervention where necessary to help raise attainment
- Strong pastoral support
- Strong and effective action to counter bullying
- Creation and maintenance of strong parental/carer links
- Establishment of effective links with the wider community

Equality Objectives

- **To work to eradicate the attainment gaps for groups of students who share certain protected characteristics where that information is known**
- **To ensure that our Personal Development Programme increase students understanding of the protected characteristics and the challenges and issues people having those characteristics may face**
- **To encourage full participation in organised school trips, visits and enrichment activities, including activities within the wider community**
- **To promote a physical environment that is accessible (with assistance as necessary) to all students having regard to the curriculum and fabric of the College**
- **To narrow the gap in achievement between girls and boys**