Avishayes Primary School – Public Sector Equality Duty Statement

Avishayes Primary School is committed to promoting equality, eliminating discrimination, and fostering positive relationships throughout our school community. Our approach reflects the requirements of the **Equality Act 2010** and the Public Sector Equality Duty (PSED), as well as the ethos and objectives set out in our **Single Equality Policy**.
(*Sources: Avishayes Single Equality Policy*; *DfE Equality Act 2010 advice for schools*) [avishayes.co.uk] [gov.uk]

Our Commitment to Equality

At Avishayes Primary School, we believe that every member of our community—pupils, staff, parents, carers, and visitors—should feel valued, respected, and supported. Our commitment is underpinned by the statutory duties placed upon schools to:

1. **Eliminate unlawful discrimination, harassment and victimisation**.
2. **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
3. **Foster good relations** across all protected characteristics.
   (*Sources: Avishayes Single Equality Policy*; *Equality Act 2010 & Public Sector Equality Duty guidance*) [avishayes.co.uk] [equalityhu...rights.com]

Protected characteristics include: age, disability, gender, gender identity, race, religion or belief, pregnancy and maternity, sexual orientation, and marital or civil partnership status.
(*Source: Avishayes Single Equality Policy*) [avishayes.co.uk]

How We Meet the Public Sector Equality Duty

1. Eliminating Discrimination

We ensure that:

- All policies (e.g., safeguarding, behaviour, uniform, SEND) are reviewed for compliance with the Equality Act.
- Staff recruitment and professional conduct follow principles of equality and diversity.
- Training is provided to equip staff with understanding of the Equality Act and their responsibilities.
  (*Sources: Avishayes Single Equality Policy*; *Avishayes Uniform Policy referencing Equality Act compliance*) [avishayes.co.uk] [avishayes.co.uk]

2. Advancing Equality of Opportunity

We work to ensure that all pupils have equal access to a rich, broad, balanced curriculum, and that any barriers to learning are identified and addressed. This includes:

- Targeted support for pupils with SEND, EAL, or additional needs.
- Providing safe spaces, nurture provision (e.g., **The Bridge**) and interventions tailored to need.
  (*Source: Avishayes Accessibility Plan 2025–26*) [avishayes.co.uk]

We also use monitoring data to identify gaps and take steps to reduce inequalities in progress, attainment and participation.

3. Fostering Good Relations

We celebrate diversity within our school and wider community through:

- Curriculum links that foster respect and understanding.
- Positive behaviour expectations and anti-bullying measures.
- Engaging parents, carers, and community groups in school decision-making and events.
  (*Source: Avishayes Single Equality Policy*) [avishayes.co.uk]

Equality Information

Each year, Avishayes Primary School publishes information demonstrating how we comply with the PSED. This includes:

- Data on pupil characteristics.

- Information on progress made toward equality objectives.
- Updates on policy implementation and support strategies.
  (*Source: PSED guidance for schools*) [equalityhu...rights.com]

Equality Objectives (from school policy)
Our objectives include:

- Ensuring all learners can access a broad and balanced curriculum.
- Promoting equality, celebrating diversity, and supporting community cohesion.
- Eliminating discrimination, harassment and victimisation.
- Involving pupils and parents fully in school provision.
  (*Source: Avishayes Single Equality Policy*) [avishayes.co.uk]

These objectives are reviewed at least every four years in line with statutory requirements.

Roles & Responsibilities

- **Governing Body:** Ensures the school meets its equality duties and publishes statutory information.
- **Headteacher:** Leads on policy development and ensures staff awareness and implementation.
- **All Staff:** Expected to uphold and promote equality in their daily practice.
  (*Source: PSED roles and responsibilities guidance*) [stgregorys...hool.co.uk]

Publishing & Reviewing the Statement
This Equality Duty Statement is published on the school website and reviewed annually in line with national guidance.
(*Source: PSED requirements*) [equalityhu...rights.com]

Conclusion
Avishayes Primary School remains fully committed to creating an inclusive, respectful and supportive environment where every child and family feels they belong. By embracing our duties under the Equality Act 2010 and building on our strong existing policies, we ensure that equality is embedded in all areas of school life.