



## **Hillside Specialist School and College Public Sector Equality Duty**

### **Our Vision and Aims**

*“For all pupils to learn to their full potential in a fun and safe environment”*

We aim to achieve this by:

- Removing/reducing a child’s barriers to learning
- Assisting our pupils to develop effective systems of communication and social interaction
- Developing a child’s ability to adapt to, and accommodate change
- Encouraging children to positively manage their own behaviour and difficulties
- Providing a broad and balanced curriculum that meets each child’s needs, including access to the National Curriculum
- Providing an environment that fosters care and control of pupils to enhance learning opportunities
- Providing inclusive and transfer opportunities as part of the continuum of education provision
- Working in partnership with parents/carers and other professionals.

Our School aims to meet its obligations under the Public Sector Equality Duty by having due regard for the need to:

- Eliminate discrimination and other conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.

### **What is the Public Sector Equality Duty? (PSED)**

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and/or belief
- Sex
- Sexual orientation

## Legislation and Guidance

This document meets the requirements under the following legislations:

- [The Equality Act 2010](#) which introduced the public sector equality duty and protects people against discrimination.
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#) which requires schools to publish details of how they demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

It is also based on the Department for Education (DfE) guidance – [The Equality Act 2010 and Schools](#)

### **Eliminating Discrimination and other conduct that is prohibited by the Act**

The School is aware of its obligations under the Equality Act 2010 and complies with non-discriminative provisions. Where relevant our policies and procedures include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and Governors are also reminded of their responsibilities under the Equality Act on a regular basis, during meetings and other forms of communication.

The School also has a range of policies and procedures that support and underpin what we are trying to achieve. These include:

- Safeguarding and Child Protection
- Behaviour
- Code of Conduct
- Pupil Premium
- Single Equality
- Special Educational Needs (SEN)
- Statement of British Values
- Code of Conduct
- Bullying and Harassment
- PSHE

Many of our policies are available via our School website with paper copies being available from the School office. Staff are provided with policies upon their commencement in post, along with any updates on an annual basis. Policies are reviewed on a regular basis in line with Department of Education guidance.

We welcome and encourage a regular and open dialogue with parents and carers. We operate a home-school diary system for everyday messages and information. We consider our parents and carers to be our partners in the education and care of the pupils within the School and College. We continue to extend and develop links within the local community and offer external agencies to lease our building during holiday periods and weekends.

Hillside Specialist School and College prides itself on being an inclusive school that treats all pupils as individuals. In doing so we promote and deliver a range of strategies to ensure we comply to the Public Sector Equality Duty, this includes:

- Monitoring and evaluating targets and achievements of all pupils
- Supporting all staff and pupils to reach their potential
- Assemblies that promote British values and celebrate minority groups
- Fundraising for charities and not just ourselves
- A School Council that actively seeks the opinion of all pupils to assist in improving the whole school environment
- Access to the local community through the use of school cars and minibuses
- Educational visits
- Work experience
- Occupational Therapy support for all pupils through a service level agreement.

### **Equality Objectives (2021 – 2025)**

Under the Public Sector Equality Duty the school is required to set Equality Objectives. Published information needs to be reviewed annually with the objectives reviewed and updated every four years.

#### **Objective 1:**

To promote understanding and respect of other cultures, religions and minority groups by identifying opportunities within the creative and semi-formal curriculums to celebrate diversity.

#### **Objective 2:**

Ensure all staff have undertaken Equality and Diversity training which is refreshed on an annual basis.

#### **Objective 3:**

Ensure that upon review of policies reference is made to the Public Sector Equality Duty.