



How Harting CofE Primary School complies with the Public Sector Equality Duty (PSED)

Since April 2011 the equality duty extends to all aspects of a person's identity – known as 'protected characteristics' – protected under the Equality Act 2010. These are race, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

General equality duties considered by the school:

1. Eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and those who do not share it

Due regard means that at Harting we:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low

Attainment and learning:

Performance is analysed between groups of pupils including:

1. Gender
2. Age within cohorts
3. Pupils with special educational needs and disability (SEND)
4. Pupils eligible for pupil premium grant
5. Pupils with English as an additional language

Currently data would not be useful to indicate any racial/cultural differences due to limited numbers of pupils, which makes it statistically insignificant. All pupils' progress is reviewed regularly on an individual basis to enable support, challenge or specific teaching to advance learning. Advice is sought by external agencies to support the school's work

Participation in school activities:

All pupils are invited to join after school activities, trips irrespective of needs. To date, no child has not been permitted to participate in school residential by the school.

The school endeavours to broaden children's experiences especially if gaps are noted.

Effective learners:

The curriculum is differentiated, as needed, to meet individual pupil's learning needs.

Bullying:

The school works, through collective worship; it's ethos; the explicit and implicit curriculum (including PSHE) to foster good relations and avoid prejudice by any stakeholders within the school.

'Love others as self' is particularly applicable to equality – something the school actively encourages.

