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## The St Marylebone Church of England School

64 Marylebone High Street  
London W1U 5BA

### EQUALITY INFORMATION AND OBJECTIVES

Author:	<b>Kat Pugh</b>
Staff Member/SLT:	<b>Kat Pugh</b>
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Committee:	<b>Staffing &amp; Management</b>

#### 1. Background

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The Public Sector Equality Duty (PSED) requires schools to prepare and publish equality objectives at least once every four years. The single Public Sector Equality Duty (PSED) came into effect in April 2011 as a result of the Equality Act 2010. It requires public bodies to promote equality and replaced three pre-existing duties relating to disability, race and gender equality.

The PSED has three main elements. In carrying out their functions, public bodies are required to have due regard (see below for a definition of 'due regard') to the need to:

- Eliminate discrimination and other conduct that is prohibited by 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, and between people who share a protected characteristic and people who do not share it.

**The protected characteristics**, as defined in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

#### What does 'due regard' mean?

Paragraph 5.4 of the DfE's advice says that 'due regard' has been defined in case law and means giving "relevant and proportionate consideration to the duty".

## **2. For schools, this means that:**

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Decision makers must be aware of the duty to have due regard when making a decision or taking an action, and must assess whether it may have implications for people with particular protected characteristics.

Schools should consider equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis.

The PSED has to be integrated into the way the School functions and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind.

## **3. The St Marylebone CE School equality objectives:**

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The St Marylebone CE School ("the School") fulfils its duty under the PSED in a number of ways in line with our inclusive, compassionate, Christian ethos. We are an organisation in which discrimination of any kind is not tolerated. We maintain a vigilant, pro-active stance on both responding to concerns and promoting the behaviours and outlook which would prevent discrimination in the first place.

## **4. Our specific equality objectives in terms of the PSED are:**

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1. To monitor and seek to increase the numbers of students who could be considered disadvantaged who are making expected or greater than expected progress. This includes those eligible for the Pupil Premium, students with SEN, Children Looked After, students with EAL or students in a minority such as boys in the Sixth Form.
2. To monitor the involvement of students in the extra-curricular life of the School, ensuring that equal access is enabled and that students from all backgrounds and regardless of need, are participating.
3. To ensure equality of opportunity in recruitment, both in external and internal recruitment processes.
4. To make reasonable adjustment wherever relevant to ensure the school sites are accessible for students, staff and visitors with disabilities.
5. To tackle professionally and confidently any incidents of discrimination relating to any of the protected characteristics, in line with the inclusive, compassionate, Christian ethos of the School.

## **5. Review and evaluation**

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The School reviews its activity and progress towards these objectives annually and reports these to the Governing Body every two years. See Appendix A.

The Governing Body is also kept up-to-date as to the School's staffing and safeguarding activities at termly committee meetings. These updates also provide the opportunity for the School's due regard to PSED to be considered.

The School's Equality Information and Objectives document (ie this document) is reviewed every four years. This is deemed an acceptable review period under PSED.