

## **Equality Act 2010 Public Sector Equality Duty (PSED)**

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED). The PSED, extends schools equality duties to all 'protected characteristics' which are race, disability, sex, age, religion or belief, sexual orientation, pregnancy, maternity, gender reassignment.

In carrying out their functions, the Academy will have 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 Duty in practice**

In St Michael's Academy this means:

- We will have due regard when making a decision or taking an action, and will assess whether it may have implications for people with particular protected characteristics.
- We will consider equality implications before and at the time of developing policy and taking decisions, not as an afterthought.
- We will integrate the PSED into the carrying out of the Academy's functions. We will carry out the analysis necessary to comply with the duty seriously, rigorously and with an open mind.

### **St Michael's Academy's Equality Act 2010 Objectives.**

For 2015-16 the Academy intends to work towards the following objectives:

1. To ensure that we increase the attainment at level 5+ in both English and maths at the end of Key Stage 2 of children eligible for free school meals over the next 2 years.
2. We will promote an atmosphere of mutual respect and tolerance through the work carried out on British Values.