



Lady Margaret School

Equality Information and Objectives

Reviewed: March 2020

Next Review: Spring 2024

1. Background

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.

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".

For schools, this means that:

- 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 carrying out of the school's functions, and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind.

2. Lady Margaret School Objectives

- 2.1 To close gaps in attainment and achievement between students and all groups of students; especially girls eligible for Pupil Premium and Pupil Premium +, students with special educational needs and disabilities, looked after children and students from different ethnic groups.
- 2.2 To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
- 2.3 To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership and student voice opportunities, especially students with special educational needs or those identified as Pupil Premium.
- 2.4 To support the education and personal development of vulnerable students including LGBTQ+ students.
- 2.5 To reduce the incidence of the use of homophobic, sexist and racist or extremist language by students in the school through the promotion of our Christian faith and British values.