

Compliance with the Public-Sector Equality Duty Autumn 2025.

From our Equalities policy – overarching aims:

1. Aims

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled pupils

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions
We will not publish any information that can specifically identify any child
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions

- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- recognise and respect diversity;
- foster positive attitudes and relationships, and a shared sense of belonging;
- observe good equalities practice, including staff recruitment, retention and development;
- aim to reduce and remove existing inequalities and barriers;
- consult and involve widely;
- strive to ensure that society will benefit.

At Abbey, we are complying with the public-sector equality duty and the following demonstrates our commitment to this important aspect:

Eliminating discrimination and other conduct that is prohibited by the Act:

See our equalities page and behaviour and discipline page on our website

[The Federation of Abbey Infant & Junior School - SEN & Equality](#)

[The Federation of Abbey Infant & Junior School - Behaviour & Discipline](#)

[The Federation of Abbey Infant & Junior School - Safeguarding](#)

where the following policies support:



Attainment and achievement information is scrutinised each half term and forms the basis of our 'provision mapping' to narrow the gap between our key groups. This is one key way in ensuring parity of outcomes for all.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

See our website [The Federation of Abbey Infant & Junior School - Staff Management](#) where policies to support recruitment and code of conduct can be found.

Outcomes for all key-groups within the school as defined by Raise-on-line/ASP/IDSR/Data Dashboard are scrutinised each term. The groups are fluid and change dependent upon the intake of the school.

Employment analysis as part of the school's 'safer recruitment' helps to identify individuals who may need support

Pupil progress along with analysis of opportunities for curricular, extracurricular opportunities supports identification of individual or groups who do not access aspects as fully as they might.

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Our commitment to advancing equality can be evidenced through HT report to governors, Pupil & curriculum committee minutes; minutes of Premises, Health & safety, school improvement plan and phase action plans. Other important information can be found in our SEND annual review and SEN policy.

5.22 For some protected characteristics – religion, and particularly sexual orientation, most of the support comes through our curriculum, anti-bullying and behaviour policies.

Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it

This aspect is well evidenced through our SEAL, assemblies, SMSC tracking, curriculum, promotion of fundamental British values alongside the already referenced policies. Information from our curriculum statement and Sandwell SACRE for RE (Religious Education) and be found:

[The Federation of Abbey Infant & Junior School - Curriculum](#)

[The Federation of Abbey Infant & Junior School - Parent Guide to the National Curriculum](#)

Change log
December 2018
Updated dates; Updated pictures showing location of policies following web-site review; Updated link to medical policies; Updated addition of curriculum statement and SACRE
December 2019: reference new curriculum statement; 2020 draft SRE
December 2020: Published HRSE
December 2021 Added overarching statement from the school's Equalities policy
December 2022: Updated screenshots of policies v 1.2. Data drops changed to term.
Dec 2023: Updated screenshots of policies v 1.3.
Dec 2024: Updated screenshots of policies v1.4
Dec 2025: Updated screenshots of policies v1.5