

THE PREMIER ACADEMY



PUBLIC SECTOR EQUALITY DUTY STATEMENT – MARCH 2024

The Public Sector Equality Duty (PSED) requires schools to:

- Publish information to demonstrate how they are complying with the PSED – schools must update this published information at least every year.
- Prepare and publish equality objectives – schools must update these objectives at least once every 4 years.

We welcome our duties under the Equality Act 2010. The Academy's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, child, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote children's spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for children and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

We are committed to building self-esteem, enhancing creativity and individuality and developing healthy lifestyles. In cooperation with parents/carers and the wider community, the staff establish high expectations for all children as the standard and provides a safe, nurturing environment where our children have the opportunity to become productive, knowledgeable and responsible citizens.

We believe that a greater level of success from children and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the Academy's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our children should be exposed to ideas and concepts that may challenge their understanding, to help ensure that they learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, the Academy is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our children are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Aware of what constitutes discriminatory behaviour.

The Academy's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The Academy's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the Academy provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

The Academy has a range of policies which make explicit the Academy's commitment to actively promoting equality of opportunity for all. These include:

- Equality Objectives and Information Policy
- SEND Policy
- Behaviour Policy
- Anti-bullying Policy
- Accessibility Plan.

We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.

We recognise that for some children extra support is needed to help them to achieve and be successful.

We try to make sure that people from different groups are consulted and involved in decision-making, for example through talking to children and parents/carers and through our staff and governors.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.