



## **Forest Gate Community School Public Sector Equality Duty (PSED)**

### **1.0 Mission Statement**

Forest Gate Community School is a learning community where our students have high aspirations for themselves and each other. We want our students to grow into well-informed, well-balanced and confident citizens. We aim to provide a disciplined, safe environment where children learn effectively and respect each other.

### **1.1 Introduction**

Forest Gate Community School aims to ensure that its ethos, policies and practices respect and protect the rights of all individuals and that everyone is enabled to make the most of their abilities and qualities.

Equality is central to the wider issue of social inclusion. It underpins the school curriculum and it is a key consideration in employment policy and practice. We believe that equality of opportunity is the central principle underlying all the work we do.

### **1.2 Protected Characteristics**

The Equality Act 2010 clearly states that people identified in the following groups are considered to have a protected characteristic:

- Disability
- Sex
- Race (Ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment

### **1.3 General Duties**

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

To meet these three aims FGCS will ensure that all forms of prejudice related bullying are taken seriously and dealt with equally and firmly.

#### **1.4 Specific Duties**

The specific duties which relate to the above general duties are to:

- Publish and analyse information about the school annually.
- Review equality objectives on a three year cycle.

This information is sent to the Governing Body and all minutes of GB meetings are a matter of public record and can be obtained from the school.

These actions will be taken after analysing the information about our school. The information and analysis will also be taken from school improvement plans, self-evaluations and student data.

Much of this information is already being used at school in our effort to enable students to achieve well. This information will also inform us where we may improve on how we plan for the future.

#### **1.5 Publicising and Promoting**

The school's Public Sector Equality Duty will be published on the school website and in the staff shared area of the school's computer system.

Visitors will be made aware that the school is committed to the Public Sector Equality Duty and copies can be made available on request, including translations and special formats.

#### **1.6 Monitoring**

The school monitors students' performance across the school. Data is collated on:

- Attendance and punctuality
- Attainment
- Progress
- Behaviour (Achievement and Exclusions)
- Opportunities for students during and after school
- Pupil voice

This data is analysed by protected characteristics (identified in section 1.1, when known to the school) to ensure that students are in receipt of an inclusive education and those with or without a protected characteristic are treated equally.

## **1.7 Staff**

We are an equal opportunities employer. We have a recruitment and selection policy which ensures fairness, irrespective of background. We ensure reasonable adjustments are made for staff to ensure they are not disadvantaged in the workplace.

## **2.0 Our Equality Objectives – agreed on 15<sup>th</sup> May 2015.**

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of information and evidence of need. We aim to address areas where we need to take action to improve equality and tackle disadvantage.

We will regularly review the progress we are making to meet our equality objectives.

### **Equality Objective 1: Improve the achievement of boys.**

Forest Gate Community School boys should achieve or surpass national average percentage GCSE 5 A\* - C grades annually.

### **Equality Objective 2: Monitor the achievement of groups of students with the protected characteristics indicated in the Equality Act 2010 once students are identified.**

Students who are identified as belonging to a protected group should achieve or surpass national average percentage GCSE 5 A\* - C grades.

### **Equality Objective 3: To ensure that the whole school curriculum fulfils the requirements for the Equality Act 2010.**

All faculty and pastoral teams should specifically identify where in the curriculum they discuss, educate and support the needs of students with protected characteristics.

The curriculum shall be updated to include teaching on same sex marriage within the religious education curriculum.

### **Equality Objective 4: To promote the rights of children and staff with protected characteristics to enjoy a safe and fulfilling education and work environment.**

We will endeavour to anticipate needs of incoming students and staff from any protected groups.

We will organise assemblies and the pastoral curriculum to ensure that British values of tolerance and democracy are central to school life.

We will work with Stonewall to ensure that LGBT children and staff feel safe at school and are treated equally.

### 3.0 Equality Objectives Review 6<sup>th</sup> May 2016

#### **Equality Objective 1:** Improve the achievement of boys.

Forest Gate Community School boys should achieve or surpass national average percentage GCSE 5 A\* - C grades annually.

**Achieved:** The 2015 Raise Online data shows that male students achieved significantly higher than national average at GCSE 5 A\*-C.

#### **Equality Objective 2:** Monitor the achievement of groups of students with the protected characteristics indicated in the Equality Act 2010 once students are identified.

Students who are identified as belonging to a protected group should achieve or surpass national average percentage GCSE 5 A\* - C grades.

**Achieved:** The school continuously monitors student data by characteristic, this is done by the Leadership Group and at department level four times per academic year. The 2015 Raise Online data shows that students in all categories achieved higher than national average at GCSE 5 A\*-C. Bangladeshi and Pakistani students at this school scored significantly higher than national average.

#### **Equality Objective 3:** To ensure that the whole school curriculum fulfils the requirements for the Equality Act 2010.

All faculty and pastoral teams should specifically identify where in the curriculum they discuss, educate and support the needs of students with protected characteristics.

The curriculum shall be updated to include teaching on same sex marriage within the religious education curriculum.

**Achieved:** The religious education curriculum covers same sex marriage, discrimination and equality. Equality and human rights are also discussed within the citizenship curriculum and through whole school SMSC. Medium term curriculum plans are being developed which show explicit links to SMSC.

#### **Equality Objective 4:** To promote the rights of children and staff with protected characteristics to enjoy a safe and fulfilling education and work environment.

We will endeavour to anticipate needs of incoming students and staff from any protected groups.

We will organise assemblies and the pastoral curriculum to ensure that British values of tolerance and democracy are central to school life.

We will work with Stonewall to ensure that LGBT children and staff feel safe at school and are treated equally.

**Achieved:** Students are supported through their induction by a strong pastoral team. Assemblies and democratic elections are held in school and there is an active student council

ensuring that students can voice their opinions. We have become a Stonewall champion school so continue to work closely with Stonewall to support LGBT students and staff. We have hosted an LGBT role model to widen awareness across the staff and student body.

#### **4.0 Policy links**

The Public Sector Equality Duty links to other key policies listed below:

- The Equality Policy
- The Recruitment and Selection Policy

<b>Responsible for review:</b>	<b>S Ross</b>
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